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LAMPIRAN

Lampiran 1

Kuesioner Penelitian

KUESIONER PENELITIAN

PENGARUH HUMAN RELATION, BEBAN KERJA DAN KOMPETENSI TERHADAP SEMANGAT KERJA PEGAWAI UPT. BALAI YASA TEGAL.

Kepada

Yth. Bapak / Ibu / Saudara/i

Balai Yasa Tegal

Di Tempat

Dengan Hormat,

Saya Alfina Dwi Kusuma, mahasiswa tingkat akhir Program Studi Manajemen, Fakultas Ekonomo dan Bisnis (FEB) Universitas Pancasakti Tegal sedang menyusun skripsi dengan judul **"Pengaruh Human Relation, Beban Kerja dan Kompetensi Terhadap Semangat Kerja Pegawai UPT. Balai Yasa Tegal".** Saat ini saya sedang mengumpulkan data dalam bentuk kuesioner sebagai salah satu sumber penyusunan skripsi ini.

Sehubungan dengan hal tersebut, maka saya mohon bantuan dari Bapak/Ibu/Saudara/i untuk bersedia mengisi pernyataan dalam kuesioner ini sesuai dengan keadaan yang dialami dan dirasakan, saya menjamin penuh kerahasiaanya dan digunakan seperlunya informasi yang Bapak/Ibu/Saudara/i

berikan. Atas kerjasama dan kesediaan Bapak/Ibu/Saudara/i untuk meluangkan waktu mengisi kuesioner ini, saya ucapkan terima kasih.

Hormat Saya,

Alfina Dwi Kusum

LEMBAR KUESIONER PENELITIAN

I. PETUNJUK PENGISIAN

1. Mohon terlebih dahulu mengisi identitas responden
2. Jawablah setiap ‘pernyataan’ kuesioner berdasarkan penilaian/pandangan Anda mengenai pengaruh human relation, beban kerja, dan kompetensi terhadap semangat pegawai.
3. Berilah tanda () pada jawaban yang Anda pilih

SS : Sangat Setuju (Skor 5)

S : Setuju (Skor 4)

N : Ragu-ragu (Skor 3)

TS : Kurang Setuju (Skor 2)

STS : Sangat Tidak Setuju (Skor 1)

II. DATA RESPONDEN

Nama : _____

Usia : ☐ 21-30 Tahun
☐ 31-40 Tahun
☐ 41-50 Tahun
☐ >51 Tahun

Jenis Kelamin : ☐ Laki-Laki ☐ Perempuan

Pendidikan : ☐ SMA/SMK
☐ D3
☐ S1
☐ S2

Masa Kerja : ☐ 1-5 Tahun

☐ 6-15 Tahun

☐ 16-25 Tahun

☐ >25 Tahun

Bagian : ☐ Gerbong

☐ BOGI (Bagian Roda)

☐ Logam (Pembuatan/Perbaikan suku cabang)

No.	Variabel Semangat Kerja Pegawai	SS	S	N	TS	STS
1.	Saya semangat dalam bekerja karena jumlah gaji setara dengan keahliannya.					
2.	Saya semangat dalam bekerja karena jumlah gaji setara dengan pedidikan.					
3.	Saya semangat dalam bekerja karena menerima jumlah gaji setara dengan pengalaman.					
4.	Saya semangat dalam bekerja karena Balai Yasa Tegal menyediakan fasilitas yang memadai.					
5.	Saya semangat dalam bekerja karena Balai Yasa Tegal memiliki peralatan yang lengkap & canggih.					
6.	Saya semangat dalam bekerja karena Balai Yasa Tegal karena penempatan pegawai sesuai dengan keterampilan.					
7.	Saya semangat dalam bekerja karena Balai Yasa Tegal menempatkan pegawai di sesuai dengan posisi pekerjaan.					
8.	Saya semangat dalam bekerja karena Balai Yasa Tegal memberikan kesempatan kepada setiap pegawai untuk maju.					
9.	Saya semangat dalam bekerja karena Balai Yasa Tegal menghargai kinerja pegawai yang baik.					
10.	Saya semangat dalam bekerja karena Balai Yasa Tegal mengajak para pegawai untuk berunding dalam menyelesaikan masalah apabila ada masalah.					
11.	Saya semangat dalam bekerja karena Balai Yasa Tegal menyediakan program pensiun.					
12.	Saya semangat dalam bekerja karena antar pegawai mempunyai hubungan yang baik.					
13.	Saya semangat dalam bekerja karena Balai Yasa Tegal menetapkan suasana kerja yang tidak membosankan.					

No.	Variabel Human Relation	SS	S	N	TS	STS
.1.	Saya dapat bekerjasama dengan baik dengan rekan kerja.					
2.	Saya dapat bekerjasama dengan baik apabila ada tekanan dalam pekerja.					
3.	Saya dapat bekerja dengan baik apabila ada tekanan dari atasan.					
4.	Saya dapat mengendalikan diri dan tidak terbawa emosi dalam bekerja.					
5.	Saya dapat bekerja dengan tenang ditempat kerja.					
6.	Saya dapat menghormati perbedaan pendapat antar rekan kerja.					
7.	Saya dapat menjaga hubungan baik dengan rekan kerja tanpa memandang ras.					
8.	Saya dapat menjaga hubungan baik dengan rekan kerja tanpa memandang suku.					
9.	Saya dapat menjaga hubungan baik dengan rekan kerja tanpa memandang agama.					

No.	Variabel Beban kerja	SS	S	N	TS	STS
1.	Waktu dalam membuat perencanaan kerja terlalu singkat sehingga membebani saya					
2.	Waktu dalam pelaksanaan tidak sesuai dengan realisasi sehingga saya terbebani					
3.	Waktu yang diberikan dalam pelaksanaan tugas terbatas sehingga saya terbebani.					
4.	Waktu dalam memantau pekerjaan terlalu ketat sehingga membebani saya.					
5.	Saya terbebani karena harus mengambil keputusan dengan cepat apabila masalah.					
6.	Saya terbebani karena harus dapat menghadapi masalah kejadian yang tidak terduga.					
7.	Pekerjaan diluar jam kerja membuat saya terbebani.					
8.	Saya cemas apabila beban kerja yang harus di selesaikan terlalu berat.					
9.	Saya terbebani karena harus menanggung resiko perkejaan.					
10.	Saya terbebani apabila di beri perkerjaan membingungkan.					
11.	Saya frustasi apabila di beri beban kerja yang berat.					

No.	Variabel Kompetensi	SS	S	N	TS	STS
1.	Saya memiliki pengetahuan formal dalam menyelesaikan pekerjaan.					
2.	Saya memiliki keahlian dalam menyelesaikan pekerjaan mengikuti pelatihan yang di berikan Balai Yasa Tegal.					
3.	Saya memiliki keahlian sesuai dengan bidang pekerjaan yang di berikan.					
4.	Saya memiliki kecakapan dalam menyelesaikan pekerjaan yang di berikan.					
5.	Saya memiliki kemampuan untuk menyelesaikan tugas dengan tepat waktu.					
6.	Saya memiliki respon yang baik dalam menyelesaiakan pekerjaan.					
7.	Saya memiliki cara menangani masalah ditempat kerja.					
8.	Saya memiliki pandangan positif terhadap diri sendiri.					
9.	Saya memiliki kontrol atas diri saya sendiri.					

Lampiran 2

Tabulasi Data Uji Validitas & Reliabilitas Variabel Semangat Kerja Pegawai (Y)

Variabel Semangat Kerja Pegawai (Y)														
Kode Responden	**Y.1**	**Y.2**	**Y.3**	**Y.4**	**Y.5**	**Y.6**	**Y.7**	**Y.8**	**Y.9**	**Y.10**	**Y.11**	**Y.12**	**Y.13**	**TOTAL Y**
R-01	5	5	4	4	4	4	4	4	4	5	4	4	4	55
R-02	3	3	3	1	3	3	4	3	3	4	3	3	4	40
R-03	4	5	4	4	4	5	4	4	4	5	4	4	5	56
R-04	5	5	5	5	4	4	4	4	4	3	5	4	4	56
R-05	5	4	3	3	4	3	3	5	3	3	4	3	3	46
R-06	4	4	4	5	4	5	4	5	4	4	3	4	5	55
R-07	3	4	3	5	4	3	3	4	3	4	3	3	5	47
R-08	4	5	5	4	4	4	5	4	4	4	4	4	4	55
R-09	5	5	4	5	4	4	4	4	4	5	4	4	5	57
R-10	4	4	5	4	5	5	4	4	4	4	5	5	5	58
R-11	4	4	4	3	5	4	5	5	5	4	3	4	4	54
R-12	4	5	4	4	4	5	4	5	4	5	5	4	5	58
R-13	5	5	5	5	5	4	5	5	5	5	4	4	5	62
R-14	4	4	4	5	4	4	4	4	5	4	5	4	4	55
R-15	4	5	4	4	5	4	5	4	4	5	5	4	4	57
R-16	5	5	5	4	4	4	4	4	4	4	4	5	5	57
R-17	5	4	4	4	4	4	4	4	4	3	5	5	5	55
R-18	4	4	4	5	5	5	5	5	5	4	4	5	5	60
R-19	5	5	5	5	4	5	4	5	5	5	5	4	5	62
R-20	4	5	5	4	4	4	4	5	5	4	4	4	4	56
R-21	4	4	4	4	4	4	4	4	4	4	5	4	4	53
R-22	4	5	4	4	5	4	4	4	4	5	5	5	4	57
R-23	4	5	4	5	4	4	5	5	5	5	5	5	5	61
R-24	5	5	4	4	4	4	4	4	4	4	4	4	4	54
R-25	4	4	5	5	4	4	4	5	4	4	4	5	5	57
R-26	4	4	5	4	5	4	4	4	5	4	4	5	4	56
R-27	5	5	5	4	4	5	4	5	5	5	5	5	5	62
R-28	4	5	5	4	4	4	5	4	5	4	4	4	5	57
R-29	4	5	4	5	4	4	4	4	5	4	5	4	4	56
R-30	4	4	4	4	4	4	4	4	4	4	4	4	5	53

Lampiran 3

Tabulasi Data Validitas & Reliabilitas Variabel Human Relation (X1)

Variabel Human Relation										
Kode Responden	**X1.1**	**X1.2**	**X1.3**	**X1.4**	**X1.5**	**X1.6**	**X1.7**	**X1.8**	**X1.9**	**TOTAL X1**
R-01	5	5	4	4	5	4	5	4	4	40
R-02	4	5	4	4	5	3	4	4	4	37
R-03	4	3	4	4	5	5	5	5	5	40
R-04	4	3	4	4	4	5	4	4	5	37
R-05	3	5	4	4	3	4	4	5	5	37
R-06	4	4	5	5	5	5	5	5	4	42
R-07	4	4	5	5	5	3	4	4	4	38
R-08	5	4	4	3	3	4	4	4	5	36
R-09	3	3	5	4	3	5	4	4	4	35
R-10	5	4	4	4	5	3	4	5	4	38
R-11	4	4	4	4	5	5	5	5	4	40
R-12	5	4	4	4	4	3	3	5	4	36
R-13	5	4	4	5	5	4	4	4	5	40
R-14	5	5	4	4	4	5	4	4	4	39
R-15	4	3	4	4	5	5	5	5	5	40
R-16	5	5	5	5	5	5	4	5	5	44
R-17	4	4	4	4	4	5	5	5	4	39
R-18	5	5	5	5	5	4	5	5	5	44
R-19	4	4	4	4	3	5	4	5	5	38
R-20	3	3	3	3	3	3	3	3	3	27
R-21	4	4	4	5	4	5	5	4	4	39
R-22	4	4	4	4	5	5	5	5	4	40
R-23	5	4	4	3	4	5	5	4	4	38
R-24	4	4	3	5	4	4	5	5	5	39
R-25	4	4	5	4	4	5	5	4	4	39
R-26	4	4	4	4	3	3	5	5	4	36
R-27	3	3	4	3	5	3	3	3	3	30
R-28	3	4	4	5	4	4	4	5	5	38
R-29	5	4	5	4	5	5	5	5	5	43
R-30	5	4	4	4	5	4	5	4	5	40

Lampiran 4

Tabulasi Data Validitas & Reliabilitas Variabel Beban Kerja (X2)

Variabl Beban Kerja (X2)												
Kode Responden	**X2.1**	**X2.2**	**X2.3**	**X2.4**	**X2.5**	**X2.6**	**X2.7**	**X2.8**	**X2.9**	**X2.10**	**X2.11**	**TOTAL X2**
R-01	4	4	4	4	4	4	5	5	4	4	4	46
R-02	4	4	4	4	4	4	4	4	4	4	5	45
R-03	4	4	5	4	4	5	4	4	5	4	4	47
R-04	4	4	4	4	4	3	4	5	5	4	4	45
R-05	5	4	4	5	4	4	4	4	4	4	4	46
R-06	5	5	5	4	5	5	4	4	5	4	4	50
R-07	5	4	4	4	5	4	4	5	5	4	4	48
R-08	5	4	4	4	5	4	4	4	5	5	4	48
R-09	5	4	4	4	5	4	5	5	5	4	4	49
R-10	4	5	4	5	5	4	4	4	4	5	4	48
R-11	5	4	4	4	4	5	5	4	4	4	4	48
R-12	4	4	5	5	5	5	5	5	5	4	5	52
R-13	5	4	5	5	5	5	5	5	5	5	5	54
R-14	5	5	4	4	4	5	5	5	5	5	5	52
R-15	5	4	4	4	4	4	4	4	5	4	5	47
R-16	4	4	4	5	5	4	5	5	4	4	5	49
R-17	5	4	4	5	5	4	4	4	5	5	4	49
R-18	4	4	5	5	5	2	4	4	4	5	4	46
R-19	5	4	4	4	4	4	4	4	4	4	4	45
R-20	4	5	4	5	5	5	4	4	5	5	5	51
R-21	5	5	5	5	5	4	5	4	5	5	4	52
R-22	4	4	4	4	4	4	5	4	4	5	5	47
R-23	5	5	5	5	5	5	5	5	4	4	4	52
R-24	5	4	4	5	4	5	4	4	5	5	4	49
R-25	4	4	5	4	4	4	4	4	4	4	4	45
R-26	5	1	4	4	4	5	4	4	5	5	4	45
R-27	5	5	5	5	4	4	5	5	5	5	4	52
R-28	5	5	5	5	4	4	4	5	5	5	5	52
R-29	4	4	4	4	4	5	5	5	4	4	4	47
R-30	5	4	5	5	5	5	5	5	5	5	5	54

Lampiran 5 **Tabulasi Data Validitas & Reliabilitas Variabel Kompetensi (X3)**

Lampiran 6

Output SPSS Uji Validitas Variabel Semangat Kerja Pegawai

Variabel Kompetensi (X3)										
Kode Responden	**X3.1**	**X3.2**	**X3.3**	**X3.4**	**X3.5**	**X3.6**	**X3.7**	**X3.8**	**X3.9**	**TOTAL X3**
R-01	4	4	4	4	4	4	4	5	4	37
R-02	5	4	4	4	4	5	4	4	4	38
R-03	4	5	4	4	5	4	3	4	4	37
R-04	4	5	5	4	4	4	4	3	4	37
R-05	4	4	5	5	5	5	5	5	4	42
R-06	4	4	4	4	5	4	4	4	4	37
R-07	4	4	5	4	5	4	4	5	4	39
R-08	5	5	4	5	5	4	4	5	5	42
R-09	5	5	4	5	5	3	4	4	4	39
R-10	4	4	5	5	4	4	4	5	5	40
R-11	4	4	4	5	5	5	3	5	5	40
R-12	4	3	4	3	3	3	3	3	3	29
R-13	4	5	5	4	4	4	5	5	4	40
R-14	4	4	4	4	4	4	5	5	4	38
R-15	5	3	5	4	5	4	4	4	4	38
R-16	4	4	4	4	4	5	5	4	4	38
R-17	5	3	5	4	5	4	4	4	5	39
R-18	5	5	4	4	5	4	4	4	5	40
R-19	4	4	5	4	4	4	5	5	5	40
R-20	5	4	5	3	5	4	4	4	5	39
R-21	5	4	4	4	5	4	5	3	5	39
R-22	5	4	4	4	4	5	4	4	4	38
R-23	5	5	4	4	4	4	5	5	4	40
R-24	5	4	5	3	5	5	5	5	5	42
R-25	4	4	4	4	5	4	5	4	4	38
R-26	4	3	5	4	4	5	3	4	5	37
R-27	3	3	3	3	3	3	3	3	3	27
R-28	3	3	4	3	5	3	3	4	5	33
R-29	4	4	4	4	4	4	5	5	4	38
R-30	4	5	5	4	4	5	4	4	4	39

Correlations

		Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	TOTAL.Y
Y.1	Pearson Correlation	1	.490**	.357	.237	.049	.200	-.037	.252	.173	.013	.331	.232	0.000	.439*
	Sig. (2-tailed)		.006	.053	.207	.798	.289	.846	.179	.362	.947	.074	.216	1.000	.015
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.2	Pearson Correlation	.490**	1	.447*	.413*	.100	.303	.265	.184	.352	.508**	.413*	.178	.105	.636**
	Sig. (2-tailed)	.006		.013	.023	.600	.104	.156	.330	.056	.004	.023	.347	.579	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.3	Pearson Correlation	.357	.447*	1	.344	.267	.465**	.372*	.230	.579**	.098	.301	.565**	.283	.702**
	Sig. (2-tailed)	.053	.013		.063	.153	.010	.043	.221	.001	.608	.106	.001	.130	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.4	Pearson Correlation	.237	.413*	.344	1	.235	.371*	.077	.372*	.407*	.169	.318	.320	.427*	.654**
	Sig. (2-tailed)	.207	.023	.063		.210	.044	.687	.043	.025	.372	.087	.084	.019	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.5	Pearson Correlation	.049	.100	.267	.235	1	.274	.403*	.261	.378*	.182	.144	.443*	0.000	.469**
	Sig. (2-tailed)	.798	.600	.153	.210		.143	.027	.164	.039	.336	.447	.014	1.000	.009
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.6	Pearson Correlation	.200	.303	.465**	.371*	.274	1	.265	.405*	.465**	.392*	.343	.514**	.527**	.724**
	Sig. (2-tailed)	.289	.104	.010	.044	.143		.156	.026	.010	.032	.063	.004	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.7	Pearson Correlation	-.037	.265	.372*	.077	.403*	.265	1	.158	.576**	.294	.063	.319	.170	.492**
	Sig. (2-tailed)	.846	.156	.043	.687	.027	.156		.403	.001	.115	.742	.085	.368	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.8	Pearson Correlation	.252	.184	.230	.372*	.261	.405*	.158	1	.427*	.168	.030	.207	.220	.507**
	Sig. (2-tailed)	.179	.330	.221	.043	.164	.026	.403		.019	.375	.873	.273	.242	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.9	Pearson Correlation	.173	.352	.579**	.407*	.378*	.465**	.576**	.427*	1	.270	.301	.477**	.188	.737**
	Sig. (2-tailed)	.362	.056	.001	.025	.039	.010	.001	.019		.149	.106	.008	.319	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.10	Pearson Correlation	.013	.508**	.098	.169	.182	.392*	.294	.168	.270	1	.170	.144	.337	.487**
	Sig. (2-tailed)	.947	.004	.608	.372	.336	.032	.115	.375	.149		.369	.446	.069	.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.11	Pearson Correlation	.331	.413*	.301	.318	.144	.343	.063	.030	.301	.170	1	.441*	0.000	.531**
	Sig. (2-tailed)	.074	.023	.106	.087	.447	.063	.742	.873	.106	.369		.015	1.000	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.12	Pearson Correlation	.232	.178	.565**	.320	.443*	.514**	.319	.207	.477**	.144	.441*	1	.395*	.689**
	Sig. (2-tailed)	.216	.347	.001	.084	.014	.004	.085	.273	.008	.446	.015		.031	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
Y.13	Pearson Correlation	0.000	.105	.283	.427*	0.000	.527**	.170	.220	.188	.337	0.000	.395*	1	.487**
	Sig. (2-tailed)	1.000	.579	.130	.019	1.000	.003	.368	.242	.319	.069	1.000	.031		.006
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL.Y	Pearson Correlation	.439*	.636**	.702**	.654**	.469**	.724**	.492**	.507**	.737**	.487**	.531**	.689**	.487**	1
	Sig. (2-tailed)	.015	.000	.000	.000	.009	.000	.006	.004	.000	.006	.003	.000	.006	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30	30

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Lampiran 7

Output SPSS Uji Validitas Variabel Human Relation

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	TOTAL.X1
X1.1	Pearson Correlation	1	.450*	.182	.092	.377*	.012	.258	.169	.298	.572**
	Sig. (2-tailed)		.013	.336	.628	.040	.949	.169	.372	.109	.001
	N	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.450*	1	.202	.341	.135	-.135	.159	.256	.174	.492**
	Sig. (2-tailed)	.013		.284	.065	.477	.477	.402	.173	.357	.006
	N	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.182	.202	1	.344	.286	.204	.193	.172	.123	.507**
	Sig. (2-tailed)	.336	.284		.062	.125	.278	.308	.363	.516	.004
	N	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.092	.341	.344	1	.331	.055	.276	.448*	.404*	.628**
	Sig. (2-tailed)	.628	.065	.062		.074	.772	.139	.013	.027	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.377*	.135	.286	.331	1	-.038	.283	.124	.049	.527**
	Sig. (2-tailed)	.040	.477	.125	.074		.841	.130	.513	.795	.003
	N	30	30	30	30	30	30	30	30	30	30
X1.6	Pearson Correlation	.012	-.135	.204	.055	-.038	1	.476**	.193	.261	.424*
	Sig. (2-tailed)	.949	.477	.278	.772	.841		.008	.306	.163	.019
	N	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.258	.159	.193	.276	.283	.476**	1	.439*	.299	.681**
	Sig. (2-tailed)	.169	.402	.308	.139	.130	.008		.015	.108	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.169	.256	.172	.448*	.124	.193	.439*	1	.523**	.639**
	Sig. (2-tailed)	.372	.173	.363	.013	.513	.306	.015		.003	.000
	N	30	30	30	30	30	30	30	30	30	30
X1.9	Pearson Correlation	.298	.174	.123	.404*	.049	.261	.299	.523**	1	.603**
	Sig. (2-tailed)	.109	.357	.516	.027	.795	.163	.108	.003		.000
	N	30	30	30	30	30	30	30	30	30	30
TOTAL.X1	Pearson Correlation	.572**	.492**	.507**	.628**	.527**	.424*	.681**	.639**	.603**	1
	Sig. (2-tailed)	.001	.006	.004	.000	.003	.019	.000	.000	.000	
	N	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran 8 **Output SPSS Uji Validitas Variabel Beban Kerja**

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	TOTAL_X2
X2.1	Pearson Correlation	1	.000	.005	-.003	.092	.262	.042	.042	.378**	.120	-.204	.365**
	Sig. (2-tailed)		1.000	.974	.984	.510	.059	.764	.764	.005	.394	.142	.007
	N	53	30	53	53	53	53	53	53	53	53	53	53
X2.2	Pearson Correlation	.000	1	.298	.334	.243	-.033	.168	.168	.000	.061	.128	.500**
	Sig. (2-tailed)	1.000		.109	.071	.196	.863	.375	.375	1.000	.750	.499	.005
	N	30	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.005	.298	1	.349*	.270	.087	.132	.051	.251	.132	.019	.469**
	Sig. (2-tailed)	.974	.109		.010	.051	.537	.345	.718	.070	.345	.891	.000
	N	53	30	53	53	53	53	53	53	53	53	53	53
X2.4	Pearson Correlation	-.003	.334	.349*	1	.514**	-.018	.121	.045	-.003	.427**	.148	.536**
	Sig. (2-tailed)	.984	.071	.010		.000	.897	.387	.750	.984	.001	.290	.000
	N	53	30	53	53	53	53	53	53	53	53	53	53
X2.5	Pearson Correlation	.092	.243	.270	.514**	1	-.007	.098	.098	.246	.250	-.014	.522**
	Sig. (2-tailed)	.510	.196	.051	.000		.960	.486	.486	.076	.071	.923	.000
	N	53	30	53	53	53	53	53	53	53	53	53	53
X2.6	Pearson Correlation	.262	-.033	.087	-.018	-.007	1	.320*	.104	.262	-.058	.240	.521**
	Sig. (2-tailed)	.059	.863	.537	.897	.960		.019	.459	.059	.679	.083	.000
	N	53	30	53	53	53	53	53	53	53	53	53	53
X2.7	Pearson Correlation	.042	.168	.132	.121	.098	.320*	1	.539**	-.112	.001	.256	.518**
	Sig. (2-tailed)	.764	.375	.345	.387	.486	.019		.000	.424	.992	.064	.000
	N	53	30	53	53	53	53	53	53	53	53	53	53
X2.8	Pearson Correlation	.042	.168	.051	.045	.098	.104	.539**	1	.120	-.229	.176	.375**
	Sig. (2-tailed)	.764	.375	.718	.750	.486	.459	.000		.394	.099	.208	.006
	N	53	30	53	53	53	53	53	53	53	53	53	53
X2.9	Pearson Correlation	.378**	.000	.251	-.003	.246	.262	-.112	.120	1	.274*	.119	.481**
	Sig. (2-tailed)	.005	1.000	.070	.984	.076	.059	.424	.394		.047	.396	.000
	N	53	30	53	53	53	53	53	53	53	53	53	53
X2.10	Pearson Correlation	.120	.061	.132	.427**	.250	-.058	.001	-.229	.274*	1	.176	.404**
	Sig. (2-tailed)	.394	.750	.345	.001	.071	.679	.992	.099	.047		.208	.003
	N	53	30	53	53	53	53	53	53	53	53	53	53
X2.11	Pearson Correlation	-.204	.128	.019	.148	-.014	.240	.256	.176	.119	.176	1	.378**
	Sig. (2-tailed)	.142	.499	.891	.290	.923	.083	.064	.208	.396	.208		.005
	N	53	30	53	53	53	53	53	53	53	53	53	53
TOTAL_X2	Pearson Correlation	.365**	.500**	.469**	.536**	.522**	.521**	.518**	.375**	.481**	.404**	.378**	1
	Sig. (2-tailed)	.007	.005	.000	.000	.000	.000	.000	.006	.000	.003	.005	
	N	53	30	53	53	53	53	53	53	53	53	53	53

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Lampiran 9

Output Hasil Uji Validitas Variabel Kompetensi

Correlations

		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	TOTALX3
X3.1	Pearson Correlation	1	.184	.073	.164	.379*	.147	.222	-.033	.126	.492**
	Sig. (2-tailed)		.331	.702	.388	.039	.440	.239	.861	.506	.006
	N	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.184	1	-.009	.147	.225	-.044	.114	.241	.096	.450*
	Sig. (2-tailed)	.331		.961	.437	.233	.817	.548	.199	.613	.013
	N	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.073	-.009	1	.019	.221	.332	.130	.275	.489**	.539**
	Sig. (2-tailed)	.702	.961		.919	.240	.073	.493	.141	.006	.002
	N	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.164	.147	.019	1	.190	.128	.030	.251	-.055	.389*
	Sig. (2-tailed)	.388	.437	.919		.314	.500	.876	.182	.775	.034
	N	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.379*	.225	.221	.190	1	-.016	.020	.202	.471**	.587**
	Sig. (2-tailed)	.039	.233	.240	.314		.935	.916	.285	.009	.001
	N	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.147	-.044	.332	.128	-.016	1	.186	.225	.147	.452*
	Sig. (2-tailed)	.440	.817	.073	.500	.935		.325	.233	.440	.012
	N	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.222	.114	.130	.030	.020	.186	1	.405*	-.095	.488**
	Sig. (2-tailed)	.239	.548	.493	.876	.916	.325		.026	.617	.006
	N	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	-.033	.241	.275	.251	.202	.225	.405*	1	.134	.623**
	Sig. (2-tailed)	.861	.199	.141	.182	.285	.233	.026		.481	.000
	N	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.126	.096	.489**	-.055	.471**	.147	-.095	.134	1	.492**
	Sig. (2-tailed)	.506	.613	.006	.775	.009	.440	.617	.481		.006
	N	30	30	30	30	30	30	30	30	30	30
TOTALX3	Pearson Correlation	.492**	.450*	.539**	.389*	.587**	.452*	.488**	.623**	.492**	1
	Sig. (2-tailed)	.006	.013	.002	.034	.001	.012	.006	.000	.006	
	N	30	30	30	30	30	30	30	30	30	30

*. Correlation is significant at the 0.05 level (2-tailed).

**. Correlation is significant at the 0.01 level (2-tailed).

Lampiran 10

Output SPSS Uji Reliabilitas Variabel Semangat Kerja Pegawai

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.836	13

Lampiran 11

Output SPSS Uji Reliabilitas Variabel Human Relation

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.741	9

Lampiran 12

Output SPSS Uji Reliabilitas Variabel Beban Kerja

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.652	11

Lampiran 13

Output SPSS Uji Reliabilitas Variabel Kompetensi

Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded[a]	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.742	9

Lampiran 14

Data penelitian Variabel Semangat Kerja pegawai (Y)

kode responden	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	Y11	Y12	Y13	TOTAL
R-01	4	5	3	4	5	4	4	5	4	4	5	3	4	54
R-02	3	4	4	4	3	5	4	4	4	1	4	4	4	48
R-03	3	4	5	3	4	5	3	4	5	3	3	4	5	51
R-04	3	3	4	4	2	4	5	5	4	4	4	4	4	50
R-05	4	4	3	4	4	5	4	3	4	4	4	3	4	50
R-06	4	4	4	3	5	5	4	4	4	4	4	4	4	53
R-07	4	4	4	4	4	5	5	4	4	3	5	5	4	55
R-08	3	4	4	4	4	4	5	5	4	4	4	4	5	54
R-09	3	4	4	4	5	4	4	4	4	5	5	4	4	54
R-10	4	4	3	4	5	5	5	4	4	2	5	4	5	54
R-11	4	4	4	5	4	5	4	3	5	4	4	4	5	55
R-12	4	4	4	4	4	4	4	4	4	3	5	5	4	53
R-13	4	4	4	4	3	4	4	4	3	4	4	4	4	50
R-14	4	4	4	3	4	4	4	3	4	4	4	4	4	50
R-15	4	3	5	5	4	5	5	5	4	4	4	4	4	56
R-16	4	4	3	4	4	4	4	3	5	2	4	4	4	49
R-17	3	3	4	4	4	5	4	4	4	4	4	4	4	51
R-18	3	5	3	5	4	4	4	4	4	4	4	4	4	52
R-19	4	4	4	4	5	4	5	5	5	5	4	4	4	57
R-20	3	4	4	4	3	5	4	4	4	5	4	4	5	53
R-21	3	4	4	4	5	5	5	3	3	3	4	5	5	53
R-22	3	4	4	4	4	3	5	4	4	4	4	4	4	51
R-23	4	3	4	4	5	4	4	4	4	4	4	4	4	52
R-24	4	4	3	4	5	5	4	4	5	5	4	4	4	55
R-25	4	4	3	4	4	3	4	4	4	4	3	4	4	49
R-26	4	4	4	5	4	3	4	4	3	4	4	5	4	52
R-27	4	4	4	4	4	5	5	4	3	4	3	4	4	52
R-28	4	4	4	4	4	5	3	5	4	4	4	5	4	54
R-29	4	4	4	4	5	5	4	4	4	4	3	5	3	53
R-30	4	4	3	4	4	4	4	4	5	5	4	4	4	53
R-31	4	4	3	4	4	5	5	4	4	4	4	5	5	55
R-32	5	5	4	4	3	4	5	4	4	4	4	4	5	55
R-33	4	4	4	3	2	4	3	3	4	2	4	5	5	47
R-34	4	4	4	3	3	4	4	5	5	5	5	4	4	54
R-35	3	3	4	4	4	4	4	3	3	3	3	4	3	45
R-36	4	4	4	4	4	4	4	4	3	5	5	4	5	54
R-37	4	4	3	4	4	4	4	4	4	4	4	4	4	51
R-38	4	4	4	4	4	3	4	4	4	4	4	4	5	52
R-39	4	4	3	4	5	5	4	4	4	4	4	4	5	54
R-40	4	4	3	4	4	4	4	4	4	4	4	3	4	50
R-41	3	4	4	4	5	5	5	4	3	4	4	4	4	53
R-42	5	5	4	4	3	4	4	4	4	4	4	4	4	53

R-43	4	4	4	4	4	4	4	3	5	5	5	4	4	54
R-44	3	3	5	5	5	5	4	4	4	4	5	4	4	55
R-45	4	4	4	4	4	4	5	4	4	4	5	4	5	55
R-46	4	4	4	4	4	4	4	4	4	4	4	4	5	53
R-47	4	4	4	4	3	3	4	4	3	4	4	4	4	49
R-48	4	4	4	5	5	4	4	4	4	4	4	4	5	55
R-49	4	4	4	5	4	4	3	4	4	4	4	4	4	52
R-50	3	4	4	5	3	4	4	4	4	4	4	4	4	51
R-51	3	4	4	5	4	4	3	3	3	4	4	3	4	48
R-52	4	4	4	4	4	4	4	4	4	3	3	5	5	52
R-53	3	3	3	4	4	3	3	4	4	4	4	4	4	47
R-54	4	4	4	4	4	4	3	3	5	4	4	4	4	51
R-55	5	5	5	4	4	4	4	4	4	4	4	4	4	55
R-56	4	4	4	4	4	4	4	4	4	5	5	4	4	54
R-57	4	4	3	3	4	4	4	4	4	4	4	3	4	49
R-58	4	4	4	4	3	4	3	4	4	4	3	4	4	49
R-59	4	4	4	3	4	4	4	4	5	4	3	4	4	51
R-60	4	4	4	4	4	4	4	4	4	4	3	3	5	51
R-61	4	4	4	4	3	4	4	4	3	4	4	4	5	51
R-62	4	4	4	4	4	4	4	4	4	3	4	4	3	50
R-63	4	4	4	4	4	4	3	4	4	3	4	4	5	51
R-64	1	2	3	2	2	2	4	3	1	3	3	1	4	31
R-65	4	3	4	4	4	4	3	4	4	4	4	4	4	50
R-66	3	3	4	4	4	4	3	4	4	4	4	4	3	48
R-67	4	4	4	3	4	4	4	4	4	4	4	4	3	50
R-68	4	4	3	4	4	4	5	4	4	4	4	4	4	52
R-69	5	5	5	5	4	4	4	4	5	4	4	4	4	57
R-70	4	4	4	3	3	5	4	4	4	4	3	4	4	50
R-71	3	4	4	5	4	4	4	3	4	4	4	4	5	52
R-72	3	2	3	3	3	2	3	2	3	2	1	2	1	30
R-73	4	4	3	4	4	5	5	4	4	4	4	5	5	55
R-74	3	4	4	4	4	4	4	4	4	4	5	5	4	53
R-75	4	5	4	4	4	4	4	4	3	4	5	4	4	53
R-76	4	4	4	3	4	5	5	5	5	5	5	5	5	59
R-77	4	3	4	4	3	4	4	4	4	4	4	4	4	50
R-78	5	4	4	3	4	4	4	4	4	4	4	4	5	53
R-79	4	5	4	4	4	4	4	4	4	4	5	5	4	55
R-80	4	4	3	4	4	4	5	4	4	4	4	4	4	52
R-81	5	4	4	4	4	4	4	4	5	4	4	4	4	54
R-82	4	4	5	5	4	4	4	4	4	4	4	3	4	53
R-83	4	4	4	4	3	4	4	5	4	4	5	4	5	54
R-84	5	2	5	5	5	5	5	5	5	5	5	5	5	62
R-85	3	4	4	5	5	5	4	4	5	5	5	5	5	59
R-86	4	4	4	4	5	4	3	4	4	4	4	4	4	52
R-87	4	4	4	3	5	5	5	5	4	4	4	4	4	55

R-88	4	5	4	4	3	4	4	5	5	4	4	4	4	54
R-89	3	4	4	4	5	4	4	4	4	4	4	4	4	52
R-90	4	4	4	4	4	4	4	5	5	5	4	4	4	55
R-91	4	4	5	4	4	4	4	4	4	4	5	4	4	54
R-92	3	4	4	4	5	5	4	4	4	4	5	4	4	54
R-93	3	4	4	4	5	5	4	4	4	4	4	4	4	53
R-94	5	4	4	4	4	4	5	5	4	4	4	5	5	57
R-95	4	4	3	4	5	5	4	4	4	4	4	4	4	53
R-96	4	4	4	5	5	3	4	4	4	4	4	4	5	54
R-97	4	4	4	3	5	4	4	5	4	4	4	5	4	54
R-98	4	4	4	4	3	4	5	5	5	5	5	5	4	57
R-99	4	4	4	3	4	4	4	5	5	4	4	4	4	53
R-100	4	3	4	5	4	4	4	3	3	4	4	4	4	50
R-101	3	4	4	4	5	4	4	4	4	4	4	4	4	52
R-102	5	4	4	4	4	3	3	4	4	4	4	4	4	51
R-103	4	4	4	3	4	5	4	4	4	4	4	4	4	52
R-104	4	4	4	3	4	4	4	4	4	5	5	4	4	53
R-105	4	4	4	4	3	5	4	4	4	4	4	4	4	52

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Data penelitian Human Relation (X1)

kode responden	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	TOTAL
R-01	4	4	4	4	4	4	4	3	4	35
R-02	3	4	4	4	5	5	3	4	4	36
R-03	4	4	5	3	4	5	4	3	5	37
R-04	4	4	4	3	4	5	4	3	5	36
R-05	4	4	3	4	4	4	4	3	5	35
R-06	4	4	4	4	3	5	5	4	3	36
R-07	3	4	4	4	5	5	5	4	4	38
R-08	2	4	4	4	4	3	5	4	5	35
R-09	4	5	4	4	5	3	5	4	4	38
R-10	4	4	4	3	3	4	5	4	4	35
R-11	4	4	4	4	5	5	5	5	5	41
R-12	4	4	4	5	3	4	4	4	4	36
R-13	4	4	4	4	4	3	5	5	4	37
R-14	4	4	4	4	5	4	3	4	4	36
R-15	4	4	4	5	3	5	4	4	5	38
R-16	4	4	5	3	4	5	5	5	4	39
R-17	4	4	4	5	4	4	4	4	4	37
R-18	4	4	4	4	4	4	3	5	5	37
R-19	4	4	4	4	5	5	4	4	4	38
R-20	4	4	4	4	4	5	5	4	4	38
R-21	5	5	5	4	4	4	4	4	4	39
R-22	4	4	4	5	5	5	5	5	5	42
R-23	3	4	4	4	4	3	4	3	4	33
R-24	3	4	4	4	5	5	3	4	4	36
R-25	5	5	4	3	4	4	4	4	4	37
R-26	4	3	4	5	4	4	4	4	4	36
R-27	4	4	4	3	4	4	4	4	4	35
R-28	4	3	4	4	4	4	4	4	5	36
R-29	5	4	4	5	5	5	4	3	4	39
R-30	4	4	4	4	3	5	5	4	4	37
R-31	4	4	4	4	5	5	4	4	5	39
R-32	5	4	3	4	5	5	5	5	5	41
R-33	5	2	2	4	3	3	5	5	5	34
R-34	5	5	5	4	4	4	5	5	4	41
R-35	3	3	3	4	4	4	4	4	4	33
R-36	4	4	4	3	3	4	4	4	4	34
R-37	4	5	4	4	4	5	4	3	5	38
R-38	4	4	4	5	5	5	5	4	4	40
R-39	4	5	4	4	4	4	4	4	4	37
R-40	4	4	4	4	3	5	5	4	4	37
R-41	4	4	5	5	5	4	4	4	4	39
R-42	4	5	5	4	4	4	4	5	4	39
R-43	4	4	4	5	5	4	4	4	4	38

R-44	4	4	4	4	4	4	5	4	5	38
R-45	5	4	4	4	4	5	5	5	5	41
R-46	5	4	3	4	4	4	4	4	4	36
R-47	4	4	4	4	4	4	4	5	5	38
R-48	4	4	5	4	5	5	4	4	4	39
R-49	4	4	4	4	5	5	4	4	5	39
R-50	4	3	3	4	3	4	4	4	4	33
R-51	4	3	2	4	4	4	4	4	4	33
R-52	5	4	3	4	3	4	4	4	4	35
R-53	4	4	4	4	4	4	4	4	4	36
R-54	4	4	5	4	4	4	4	4	5	38
R-55	4	5	5	5	5	5	4	4	5	42
R-56	5	4	4	4	4	4	4	4	5	38
R-57	4	4	4	4	4	4	3	4	4	35
R-58	4	4	4	4	4	3	4	4	4	35
R-59	4	4	4	4	5	5	4	3	4	37
R-60	4	4	4	5	4	4	4	4	4	37
R-61	5	4	4	4	4	4	5	5	5	40
R-62	4	4	5	4	4	4	3	4	4	36
R-63	5	3	4	3	4	4	4	5	4	36
R-64	1	1	1	2	2	3	2	1	4	17
R-65	5	5	4	4	4	5	5	4	4	40
R-66	4	4	5	5	4	4	4	4	4	38
R-67	4	5	5	4	4	4	4	3	4	37
R-68	4	4	3	4	4	3	4	4	4	34
R-69	4	4	5	5	3	4	4	4	5	38
R-70	4	3	4	4	4	3	4	4	4	34
R-71	4	4	4	4	5	5	4	5	4	39
R-72	1	1	2	2	2	2	1	1	1	13
R-73	5	4	4	4	4	4	4	4	4	37
R-74	4	4	4	4	5	4	4	4	4	37
R-75	4	4	4	5	4	4	4	4	4	37
R-76	5	3	4	4	4	4	4	4	4	36
R-77	4	4	3	2	4	4	3	5	4	33
R-78	4	5	4	5	4	5	5	4	4	40
R-79	4	1	1	5	5	4	5	5	5	35
R-80	5	4	4	3	4	4	4	3	4	35
R-81	4	4	5	4	5	4	4	4	4	38
R-82	4	3	4	5	4	4	5	4	4	37
R-83	4	4	4	4	5	5	4	4	4	38
R-84	5	5	5	5	5	5	5	5	5	45
R-85	4	5	5	5	5	5	5	5	4	43
R-86	4	4	4	3	5	4	4	4	4	36
R-87	4	4	3	5	5	4	4	4	4	37
R-88	4	4	5	4	4	4	5	5	5	40

R-89	4	4	5	5	5	4	4	4	4	39
R-90	4	4	4	5	4	5	5	4	4	39
R-91	4	4	3	3	4	4	5	4	5	36
R-92	4	4	5	4	4	4	4	4	4	37
R-93	4	5	4	4	5	4	4	4	5	39
R-94	4	4	4	4	5	4	5	4	5	39
R-95	4	4	4	4	3	4	4	4	4	35
R-96	5	3	4	4	4	4	4	4	4	36
R-97	4	5	4	4	4	4	5	4	4	38
R-98	5	4	4	5	4	5	4	4	4	39
R-99	4	4	5	4	3	4	4	5	4	37
R-100	4	4	3	4	4	4	4	4	4	35
R-101	4	4	4	4	4	4	4	4	3	35
R-102	4	3	4	4	4	4	4	4	4	35
R-103	5	5	4	4	4	4	4	4	3	37
R-104	4	4	4	3	4	4	5	4	4	36
R-105	5	5	4	4	4	5	4	4	4	39

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Data penelitian Beban Kerja (X2)

kode responden	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	TOTAL
R-01	4	4	4	4	4	4	4	4	4	4	4	44
R-02	2	3	5	5	4	4	4	4	4	4	4	43
R-03	2	3	5	4	4	5	4	3	3	4	5	42
R-04	3	4	1	4	4	4	4	4	4	4	5	41
R-05	5	3	4	4	4	4	3	4	5	5	4	45
R-06	4	4	5	4	3	5	4	4	4	4	5	46
R-07	4	4	4	4	4	3	5	5	4	3	4	44
R-08	5	5	4	4	4	4	4	4	4	4	4	46
R-09	4	4	3	5	5	5	4	4	3	4	5	46
R-10	4	4	4	4	5	4	3	4	5	5	5	47
R-11	4	5	5	5	5	5	4	4	4	4	4	49
R-12	4	4	4	5	4	4	5	4	4	5	5	48
R-13	5	5	5	5	4	4	4	4	4	4	5	49
R-14	4	4	4	4	3	4	3	5	4	4	4	43
R-15	4	4	5	5	3	4	4	4	4	4	4	45
R-16	4	4	5	5	4	4	4	4	4	4	4	46
R-17	4	4	5	4	5	5	5	5	5	4	4	50
R-18	5	4	3	3	5	4	4	4	4	4	4	44
R-19	4	4	4	3	5	4	4	5	4	4	4	45
R-20	4	4	5	4	4	5	3	5	4	4	4	46
R-21	4	4	4	4	5	5	5	4	5	4	4	48
R-22	5	4	4	4	4	4	4	4	4	4	4	45
R-23	5	5	4	4	5	5	4	4	4	4	4	48
R-24	4	4	4	5	5	4	3	4	4	4	4	45
R-25	4	4	4	3	4	4	4	5	5	5	4	46
R-26	4	5	4	4	4	4	3	4	4	4	4	44
R-27	4	4	4	3	5	5	4	4	4	4	5	46
R-28	4	4	5	3	4	5	4	4	4	4	4	45
R-29	4	4	5	5	4	4	4	5	3	3	4	45
R-30	4	4	4	4	4	5	5	4	4	4	4	46
R-31	4	4	3	4	4	4	4	4	3	4	4	42
R-32	3	2	2	2	2	2	1	3	3	3	2	25
R-33	5	4	4	4	3	3	5	5	5	4	1	43
R-34	3	3	3	3	4	4	3	3	3	3	3	35
R-35	2	2	2	2	2	2	2	2	2	3	2	23
R-36	5	4	5	4	4	4	4	4	4	4	4	46
R-37	4	4	4	5	5	5	4	4	4	4	4	47
R-38	4	4	4	4	4	4	4	4	3	5	4	44
R-39	3	5	4	5	3	4	4	4	4	4	5	45
R-40	4	4	4	4	4	3	4	4	4	4	4	43
R-41	4	4	4	4	4	5	5	5	5	5	4	49
R-42	4	4	4	5	5	4	4	3	4	4	4	45
R-43	4	4	4	5	4	4	4	4	5	5	4	47

R-44	4	4	4	5	5	4	4	4	4	3	4	45
R-45	4	4	5	4	4	4	4	4	4	4	3	44
R-46	4	4	5	5	5	4	4	4	4	3	4	46
R-47	4	5	4	4	4	4	4	4	4	5	5	47
R-48	4	4	5	5	5	4	5	4	3	4	4	47
R-49	5	5	4	4	4	4	4	5	5	4	4	48
R-50	4	4	4	5	5	4	4	4	4	4	4	46
R-51	3	3	4	4	4	3	4	4	3	5	4	41
R-52	4	5	5	4	4	3	5	4	4	4	5	47
R-53	3	3	3	3	3	3	3	3	3	3	3	33
R-54	4	4	4	4	5	5	5	4	4	4	3	46
R-55	3	3	2	2	5	4	3	3	4	4	4	37
R-56	4	4	5	5	4	4	4	5	4	3	4	46
R-57	4	5	4	4	4	4	4	5	5	5	4	48
R-58	4	4	4	4	5	4	5	4	4	4	4	46
R-59	4	4	4	5	4	4	4	4	4	5	5	47
R-60	5	4	4	3	3	4	5	5	5	5	5	48
R-61	4	4	4	3	4	4	4	4	4	4	4	43
R-62	4	4	5	5	4	4	4	4	4	4	4	46
R-63	5	4	4	5	4	4	4	4	5	5	4	48
R-64	4	3	2	1	2	2	3	3	1	1	1	23
R-65	4	4	4	4	4	4	5	4	4	3	4	44
R-66	4	5	4	4	4	3	4	4	4	4	5	45
R-67	4	4	4	4	5	4	3	4	4	4	5	45
R-68	4	4	3	4	4	4	4	4	4	4	4	43
R-69	3	3	3	3	3	3	3	3	4	4	4	36
R-70	4	4	4	4	4	4	5	3	4	4	4	44
R-71	4	5	4	4	4	3	4	4	4	4	4	44
R-72	5	5	4	4	3	3	2	2	4	3	3	38
R-73	4	4	4	4	5	5	4	4	3	4	4	45
R-74	4	4	4	5	4	4	5	4	4	4	4	46
R-75	5	4	4	4	4	3	4	4	4	4	5	45
R-76	4	4	4	3	4	4	5	4	4	4	4	44
R-77	5	4	4	3	4	3	3	4	4	4	4	42
R-78	4	4	5	5	5	4	3	4	4	4	4	46
R-79	3	3	3	3	3	3	3	3	3	3	3	33
R-80	4	4	4	4	4	5	5	5	4	3	4	46
R-81	4	3	5	5	4	4	4	4	4	4	5	46
R-82	4	4	4	4	4	5	5	3	4	4	4	45
R-83	4	4	4	3	4	4	4	4	4	3	5	43
R-84	5	5	5	5	5	5	5	5	5	5	5	55
R-85	4	4	5	3	4	4	4	4	5	4	4	45
R-86	4	4	4	5	4	3	4	4	5	4	5	46
R-87	4	4	4	4	4	3	4	4	4	5	4	44
R-88	4	3	4	4	4	4	4	5	4	4	5	45

R-89	5	5	4	4	4	4	4	5	4	5	4	48
R-90	4	4	4	3	5	5	5	5	4	4	4	47
R-91	3	2	3	3	3	2	3	3	3	2	3	30
R-92	5	4	4	5	4	4	4	4	5	5	4	48
R-93	4	4	4	5	4	4	4	4	4	4	5	46
R-94	4	4	3	4	4	4	3	5	4	4	4	43
R-95	4	4	3	4	3	5	5	5	4	4	4	45
R-96	4	4	5	5	4	4	4	3	4	4	4	45
R-97	4	4	5	4	4	4	4	4	4	4	5	46
R-98	4	4	4	5	4	3	4	4	5	5	4	46
R-99	4	4	4	4	4	4	5	4	4	4	5	46
R-100	4	5	4	4	4	4	4	5	4	5	4	47
R-101	4	5	4	5	5	4	4	5	4	4	5	49
R-102	5	3	4	4	4	4	4	4	4	4	4	44
R-103	5	4	4	4	5	5	4	4	5	5	3	48
R-104	4	4	4	4	4	4	5	4	4	4	4	45
R-105	4	4	5	4	4	4	4	4	4	5	4	46

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Data penelitian Kompetensi (X3)

kode responden	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	TOTAL
R-01	4	4	5	5	4	5	5	5	5	42
R-02	4	4	4	5	5	5	3	3	4	37
R-03	5	3	4	5	3	4	5	3	4	36
R-04	5	5	4	4	4	4	4	5	5	40
R-05	4	4	4	5	5	4	4	4	4	38
R-06	5	5	4	4	4	4	4	4	4	38
R-07	4	3	5	4	4	4	4	4	4	36
R-08	3	4	5	3	5	4	4	4	4	36
R-09	5	4	3	4	4	4	4	4	4	36
R-10	4	4	4	3	5	5	5	4	4	38
R-11	4	3	5	4	4	4	4	4	4	36
R-12	4	4	4	4	4	4	4	4	4	36
R-13	5	4	4	4	4	4	5	5	5	40
R-14	4	4	4	4	4	5	5	4	4	38
R-15	4	4	5	5	3	4	4	4	5	38
R-16	4	3	5	4	3	5	4	4	4	36
R-17	4	4	4	4	5	5	5	3	4	38
R-18	4	4	4	4	4	5	3	4	4	36
R-19	4	4	4	5	5	3	4	5	4	38
R-20	4	4	4	5	5	3	3	5	4	37
R-21	4	4	4	4	4	3	5	5	4	37
R-22	4	4	4	4	5	3	4	4	4	36
R-23	4	4	3	4	5	4	4	5	4	37
R-24	4	4	4	4	4	5	3	4	4	36
R-25	4	4	4	4	5	4	4	4	4	37
R-26	3	3	4	3	4	5	4	4	4	34
R-27	4	4	4	4	5	4	4	5	4	38
R-28	4	4	4	4	5	5	4	4	4	38
R-29	4	4	4	4	4	4	4	2	5	35
R-30	4	4	4	4	4	5	5	5	5	40
R-31	4	4	5	4	5	4	4	4	4	38
R-32	5	4	4	5	5	5	5	5	5	43
R-33	4	4	5	3	3	5	3	3	5	35
R-34	3	3	4	3	4	3	3	5	3	31
R-35	3	4	4	4	4	4	3	3	3	32
R-36	5	5	3	4	4	4	4	4	4	37
R-37	4	3	4	4	4	4	4	4	3	34
R-38	4	4	4	4	4	4	4	4	5	37
R-39	5	5	5	4	4	4	4	3	5	39
R-40	5	4	5	5	4	4	4	5	5	41
R-41	4	4	4	3	4	5	5	4	4	37
R-42	4	4	4	3	4	4	4	4	4	35
R-43	4	5	4	4	4	4	4	5	5	39

R-44	4	4	4	5	4	4	5	4	4	38
R-45	4	4	5	5	4	5	4	5	4	40
R-46	4	4	4	5	5	4	4	4	5	39
R-47	4	4	4	4	5	5	5	5	5	41
R-48	4	4	4	3	3	4	4	4	4	34
R-49	4	4	4	3	4	4	4	4	4	35
R-50	4	4	4	4	4	5	3	4	5	37
R-51	4	4	5	4	4	4	5	4	5	39
R-52	5	5	4	4	4	4	4	4	5	39
R-53	4	4	3	4	4	4	4	4	4	35
R-54	4	4	4	4	4	3	4	4	4	35
R-55	4	3	4	4	4	4	4	4	4	35
R-56	5	3	5	5	3	4	4	4	4	37
R-57	5	4	5	5	4	4	4	3	4	38
R-58	4	4	5	5	4	4	4	4	4	38
R-59	4	5	4	4	4	4	4	4	4	37
R-60	4	5	4	4	3	3	4	4	4	35
R-61	4	4	5	5	5	5	4	4	4	40
R-62	4	4	3	3	4	4	4	4	4	34
R-63	4	4	4	4	4	3	4	4	4	35
R-64	3	1	2	3	1	3	2	1	1	17
R-65	4	5	5	4	3	4	4	4	4	37
R-66	4	4	5	5	4	3	4	4	4	37
R-67	4	4	4	4	4	5	5	5	5	40
R-68	4	4	4	4	5	5	4	4	5	39
R-69	4	4	4	4	4	4	5	5	4	38
R-70	4	4	4	4	4	4	5	5	4	38
R-71	3	4	3	4	4	3	4	4	4	33
R-72	2	3	2	1	1	1	1	2	2	15
R-73	4	4	4	4	5	4	4	4	4	37
R-74	4	3	4	4	4	5	4	4	4	36
R-75	4	5	4	4	4	5	5	5	4	40
R-76	4	4	5	5	4	3	4	4	4	37
R-77	4	4	4	3	3	4	4	4	4	34
R-78	4	4	4	5	4	3	4	4	4	36
R-79	4	5	4	4	4	4	4	4	4	37
R-80	4	4	4	5	5	4	4	4	4	38
R-81	5	4	4	4	4	5	3	4	4	37
R-82	4	3	4	4	4	4	4	4	4	35
R-83	5	5	4	4	4	4	5	5	4	40
R-84	5	5	5	5	5	5	5	5	5	45
R-85	5	4	4	5	4	4	5	4	4	39
R-86	5	4	5	5	4	4	4	4	4	39
R-87	4	3	4	5	4	5	4	4	5	38
R-88	4	4	4	4	5	5	5	4	5	40

R-89	5	5	4	5	4	4	5	4	4	40
R-90	4	4	4	5	4	4	4	5	4	38
R-91	4	4	4	4	4	4	4	4	4	36
R-92	4	4	4	3	4	4	4	4	4	35
R-93	5	4	4	4	4	4	5	4	4	38
R-94	4	4	4	5	5	4	5	2	4	37
R-95	5	5	4	4	4	4	4	4	4	38
R-96	4	4	3	4	5	4	4	4	5	37
R-97	4	5	4	4	4	4	4	5	4	38
R-98	4	4	4	4	4	5	3	4	5	37
R-99	5	4	4	4	3	5	4	4	4	37
R-100	5	3	4	4	4	4	4	4	5	37
R-101	4	4	4	3	4	4	4	4	4	35
R-102	5	4	5	4	3	4	4	3	4	36
R-103	5	4	4	4	5	5	4	4	4	39
R-104	5	4	4	4	4	4	4	5	4	38
R-105	5	4	4	4	4	4	4	4	5	38

Lampiran 18

Pengolahan Data Interval (MSI) Variabel Semangat Kerja (Y)

kode res	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	Y.11	Y.12	Y.13	Total
R-01	3.921	5.114	1.000	3.710	4.611	3.163	2.518	5.196	3.612	3.667	5.055	2.030	3.365	46.961413
R-02	2.461	3.362	2.602	3.710	2.012	4.628	2.518	3.639	3.612	1.000	3.542	3.550	3.365	40.000645
R-03	2.461	3.362	4.307	2.268	3.234	4.628	1.000	3.639	5.137	2.327	2.081	3.550	4.914	42.908814
R-04	2.461	1.856	2.602	3.710	1.000	3.163	4.014	5.196	3.612	3.667	3.542	3.550	3.365	41.738431
R-05	3.921	3.362	1.000	3.710	3.234	4.628	2.518	2.149	3.612	3.667	3.542	2.030	3.365	40.737608
R-06	3.921	3.362	2.602	2.268	4.611	4.628	2.518	3.639	3.612	3.667	3.542	3.550	3.365	45.285486
R-07	3.921	3.362	2.602	3.710	3.234	4.628	4.014	3.639	3.612	2.327	5.055	5.166	3.365	48.636229
R-08	2.461	3.362	2.602	3.710	3.234	3.163	4.014	5.196	3.612	3.667	3.542	3.550	4.914	47.027221
R-09	2.461	3.362	2.602	3.710	4.611	3.163	2.518	3.639	3.612	5.261	5.055	3.550	3.365	46.909102
R-10	3.921	3.362	1.000	3.710	4.611	4.628	4.014	3.639	3.612	1.748	5.055	3.550	4.914	47.764739
R-11	3.921	3.362	2.602	5.228	3.234	4.628	2.518	2.149	5.137	3.667	3.542	3.550	4.914	48.451967
R-12	3.921	3.362	2.602	3.710	3.234	3.163	2.518	3.639	3.612	2.327	5.055	5.166	3.365	45.674173
R-13	3.921	3.362	2.602	3.710	2.012	3.163	2.518	3.639	2.149	3.667	3.542	3.550	3.365	41.200311
R-14	3.921	3.362	2.602	2.268	3.234	3.163	2.518	2.149	3.612	3.667	3.542	3.550	3.365	40.953414
R-15	3.921	1.856	4.307	5.228	3.234	4.628	4.014	5.196	3.612	3.667	3.542	3.550	3.365	50.120995
R-16	3.921	3.362	1.000	3.710	3.234	3.163	2.518	2.149	5.137	1.748	3.542	3.550	3.365	40.398613
R-17	2.461	1.856	2.602	3.710	3.234	4.628	2.518	3.639	3.612	3.667	3.542	3.550	3.365	42.38375
R-18	2.461	5.114	1.000	5.228	3.234	3.163	2.518	3.639	3.612	3.667	3.542	3.550	3.365	44.092879
R-19	3.921	3.362	2.602	3.710	4.611	3.163	4.014	5.196	5.137	5.261	3.542	3.550	3.365	51.434214
R-20	2.461	3.362	2.602	3.710	2.012	4.628	2.518	3.639	3.612	5.261	3.542	3.550	4.914	45.810453
R-21	2.461	3.362	2.602	3.710	4.611	4.628	4.014	2.149	2.149	2.327	3.542	5.166	4.914	45.635694
R-22	2.461	3.362	2.602	3.710	3.234	1.826	4.014	3.639	3.612	3.667	3.542	3.550	3.365	42.584486
R-23	3.921	1.856	2.602	3.710	4.611	3.163	2.518	3.639	3.612	3.667	3.542	3.550	3.365	43.755364
R-24	3.921	3.362	1.000	3.710	4.611	4.628	2.518	3.639	5.137	5.261	3.542	3.550	3.365	48.24355
R-25	3.921	3.362	1.000	3.710	3.234	1.826	2.518	3.639	3.612	3.667	2.081	3.550	3.365	39.484558
R-26	3.921	3.362	2.602	5.228	3.234	1.826	2.518	3.639	2.149	3.667	3.542	5.166	3.365	44.219329
R-27	3.921	3.362	2.602	3.710	3.234	4.628	4.014	3.639	2.149	3.667	2.081	3.550	3.365	43.923482
R-28	3.921	3.362	2.602	3.710	3.234	4.628	1.000	5.196	3.612	3.667	3.542	5.166	3.365	47.005219
R-29	3.921	3.362	2.602	3.710	4.611	4.628	2.518	3.639	3.612	3.667	2.081	5.166	1.810	45.32689
R-30	3.921	3.362	1.000	3.710	3.234	3.163	2.518	3.639	5.137	5.261	3.542	3.550	3.365	45.401481
R-31	3.921	3.362	1.000	3.710	3.234	4.628	4.014	3.639	3.612	3.667	3.542	5.166	4.914	48.409133
R-32	5.509	5.114	2.602	3.710	2.012	3.163	4.014	3.639	3.612	3.667	3.542	3.550	4.914	49.047404
R-33	3.921	3.362	2.602	2.268	1.000	3.163	1.000	2.149	3.612	1.748	3.542	5.166	4.914	38.447352
R-34	3.921	3.362	2.602	2.268	2.012	3.163	2.518	5.196	5.137	5.261	5.055	3.550	3.365	47.410563
R-35	2.461	1.856	2.602	3.710	3.234	3.163	2.518	2.149	2.149	2.327	2.081	3.550	1.810	33.610319
R-36	3.921	3.362	2.602	3.710	3.234	3.163	2.518	3.639	2.149	5.261	5.055	3.550	4.914	47.078338
R-37	3.921	3.362	1.000	3.710	3.234	3.163	2.518	3.639	3.612	3.667	3.542	3.550	3.365	42.282728
R-38	3.921	3.362	2.602	3.710	3.234	1.826	2.518	3.639	3.612	3.667	3.542	3.550	4.914	44.096204
R-39	3.921	3.362	1.000	3.710	4.611	4.628	2.518	3.639	3.612	3.667	3.542	3.550	4.914	46.673385
R-40	3.921	3.362	1.000	3.710	3.234	3.163	2.518	3.639	3.612	3.667	3.542	2.030	3.365	40.762397
R-41	2.461	3.362	2.602	3.710	4.611	4.628	4.014	3.639	2.149	3.667	3.542	3.550	3.365	45.301311
R-42	5.509	5.114	2.602	3.710	2.012	3.163	2.518	3.639	3.612	3.667	3.542	3.550	3.365	46.001975
R-43	3.921	3.362	2.602	3.710	3.234	3.163	2.518	2.149	5.137	5.261	5.055	3.550	3.365	47.027125

R-44	2.461	1.856	4.307	5.228	4.611	4.628	2.518	3.639	3.612	3.667	5.055	3.550	3.365	48.497647
R-45	3.921	3.362	2.602	3.710	3.234	3.163	4.014	3.639	3.612	3.667	5.055	3.550	4.914	48.443804
R-46	3.921	3.362	2.602	3.710	3.234	3.163	2.518	3.639	3.612	3.667	3.542	3.550	4.914	45.433429
R-47	3.921	3.362	2.602	3.710	2.012	1.826	2.518	3.639	2.149	3.667	3.542	3.550	3.365	39.863086
R-48	3.921	3.362	2.602	5.228	4.611	3.163	2.518	3.639	3.612	3.667	3.542	3.550	4.914	48.328703
R-49	3.921	3.362	2.602	5.228	3.234	3.163	1.000	3.639	3.612	3.667	3.542	3.550	3.365	43.885741
R-50	2.461	3.362	2.602	5.228	2.012	3.163	2.518	3.639	3.612	3.667	3.542	3.550	3.365	42.721226
R-51	2.461	3.362	2.602	5.228	3.234	3.163	1.000	2.149	2.149	3.667	3.542	2.030	3.365	37.952965
R-52	3.921	3.362	2.602	3.710	3.234	3.163	2.518	3.639	3.612	2.327	2.081	5.166	4.914	44.248281
R-53	2.461	1.856	1.000	3.710	3.234	1.826	1.000	3.639	3.612	3.667	3.542	3.550	3.365	36.461679
R-54	3.921	3.362	2.602	3.710	3.234	3.163	1.000	2.149	5.137	3.667	3.542	3.550	3.365	42.402227
R-55	5.509	5.114	4.307	3.710	3.234	3.163	2.518	3.639	3.612	3.667	3.542	3.550	3.365	48.929126
R-56	3.921	3.362	2.602	3.710	3.234	3.163	2.518	3.639	3.612	5.261	5.055	3.550	3.365	46.992219
R-57	3.921	3.362	1.000	2.268	3.234	3.163	2.518	3.639	3.612	3.667	3.542	2.030	3.365	39.320972
R-58	3.921	3.362	2.602	3.710	2.012	3.163	1.000	3.639	3.612	3.667	2.081	3.550	3.365	39.684314
R-59	3.921	3.362	2.602	2.268	3.234	3.163	2.518	3.639	5.137	3.667	2.081	3.550	3.365	42.507379
R-60	3.921	3.362	2.602	3.710	3.234	3.163	2.518	3.639	3.612	3.667	2.081	2.030	4.914	42.452152
R-61	3.921	3.362	2.602	3.710	2.012	3.163	2.518	3.639	2.149	3.667	3.542	3.550	4.914	42.748898
R-62	3.921	3.362	2.602	3.710	3.234	3.163	2.518	3.639	3.612	2.327	3.542	3.550	1.810	40.990042
R-63	3.921	3.362	2.602	3.710	3.234	3.163	1.000	3.639	3.612	2.327	3.542	3.550	4.914	42.575946
R-64	1.000	1.000	1.000	1.000	1.000	1.000	2.518	2.149	1.000	2.327	2.081	1.000	3.365	20.440385
R-65	3.921	1.856	2.602	3.710	3.234	3.163	1.000	3.639	3.612	3.667	3.542	3.550	3.365	40.860989
R-66	2.461	1.856	2.602	3.710	3.234	3.163	1.000	3.639	3.612	3.667	3.542	3.550	1.810	37.84618
R-67	3.921	3.362	2.602	2.268	3.234	3.163	2.518	3.639	3.612	3.667	3.542	3.550	1.810	40.88858
R-68	3.921	3.362	1.000	3.710	3.234	3.163	4.014	3.639	3.612	3.667	3.542	3.550	3.365	43.77957
R-69	5.509	5.114	4.307	5.228	3.234	3.163	2.518	3.639	5.137	3.667	3.542	3.550	3.365	51.972453
R-70	3.921	3.362	2.602	2.268	2.012	4.628	2.518	3.639	3.612	3.667	2.081	3.550	3.365	41.225622
R-71	2.461	3.362	2.602	5.228	3.234	3.163	2.518	2.149	3.612	3.667	3.542	3.550	4.914	44.001873
R-72	2.461	1.000	1.000	2.268	2.012	1.000	1.000	1.000	2.149	1.748	1.000	1.486	1.000	19.124453
R-73	3.921	3.362	1.000	3.710	3.234	4.628	4.014	3.639	3.612	3.667	3.542	5.166	4.914	48.409133
R-74	2.461	3.362	2.602	3.710	3.234	3.163	2.518	3.639	3.612	3.667	5.055	5.166	3.365	45.554163
R-75	3.921	5.114	2.602	3.710	3.234	3.163	2.518	3.639	2.149	3.667	5.055	3.550	3.365	45.68761
R-76	3.921	3.362	2.602	2.268	3.234	4.628	4.014	5.196	5.137	5.261	5.055	5.166	4.914	54.75903
R-77	3.921	1.856	2.602	3.710	2.012	3.163	2.518	3.639	3.612	3.667	3.542	3.550	3.365	41.156447
R-78	5.509	3.362	2.602	2.268	3.234	3.163	2.518	3.639	3.612	3.667	3.542	3.550	4.914	45.579494
R-79	3.921	5.114	2.602	3.710	3.234	3.163	2.518	3.639	3.612	3.667	5.055	5.166	3.365	48.765841
R-80	3.921	3.362	1.000	3.710	3.234	3.163	4.014	3.639	3.612	3.667	3.542	3.550	3.365	43.77957
R-81	5.509	3.362	2.602	3.710	3.234	3.163	2.518	3.639	5.137	3.667	3.542	3.550	3.365	46.99724
R-82	3.921	3.362	4.307	5.228	3.234	3.163	2.518	3.639	3.612	3.667	3.542	2.030	3.365	45.588019
R-83	3.921	3.362	2.602	3.710	2.012	3.163	2.518	5.196	3.612	3.667	5.055	3.550	4.914	47.281823
R-84	5.509	1.000	4.307	5.228	4.611	4.628	4.014	5.196	5.137	5.261	5.055	5.166	4.914	60.026265
R-85	2.461	3.362	2.602	5.228	4.611	4.628	2.518	3.639	5.137	5.261	5.055	5.166	4.914	54.581992
R-86	3.921	3.362	2.602	3.710	4.611	3.163	1.000	3.639	3.612	3.667	3.542	3.550	3.365	43.744177
R-87	3.921	3.362	2.602	2.268	4.611	4.628	4.014	5.196	3.612	3.667	3.542	3.550	3.365	48.33925
R-88	3.921	5.114	2.602	3.710	2.012	3.163	2.518	5.196	5.137	3.667	3.542	3.550	3.365	47.496315

R-89	2.461	3.362	2.602	3.710	4.611	3.163	2.518	3.639	3.612	3.667	3.542	3.550	3.365	43.801724
R-90	3.921	3.362	2.602	3.710	3.234	3.163	2.518	5.196	5.137	5.261	3.542	3.550	3.365	48.560517
R-91	3.921	3.362	4.307	3.710	3.234	3.163	2.518	3.639	3.612	3.667	5.055	3.550	3.365	47.103464
R-92	2.461	3.362	2.602	3.710	4.611	4.628	2.518	3.639	3.612	3.667	5.055	3.550	3.365	46.780471
R-93	2.461	3.362	2.602	3.710	4.611	4.628	2.518	3.639	3.612	3.667	3.542	3.550	3.365	45.266938
R-94	5.509	3.362	2.602	3.710	3.234	3.163	4.014	5.196	3.612	3.667	3.542	5.166	4.914	51.690445
R-95	3.921	3.362	1.000	3.710	4.611	4.628	2.518	3.639	3.612	3.667	3.542	3.550	3.365	45.124797
R-96	3.921	3.362	2.602	5.228	4.611	1.826	2.518	3.639	3.612	3.667	3.542	3.550	4.914	46.991478
R-97	3.921	3.362	2.602	2.268	4.611	3.163	2.518	5.196	3.612	3.667	3.542	5.166	3.365	46.992956
R-98	3.921	3.362	2.602	3.710	2.012	3.163	4.014	5.196	5.137	5.261	5.055	5.166	3.365	51.964592
R-99	3.921	3.362	2.602	2.268	3.234	3.163	2.518	5.196	5.137	3.667	3.542	3.550	3.365	45.525247
R-100	3.921	1.856	2.602	5.228	3.234	3.163	2.518	2.149	2.149	3.667	3.542	3.550	3.365	40.944456
R-101	2.461	3.362	2.602	3.710	4.611	3.163	2.518	3.639	3.612	3.667	3.542	3.550	3.365	43.801724
R-102	5.509	3.362	2.602	3.710	3.234	1.826	1.000	3.639	3.612	3.667	3.542	3.550	3.365	42.617587
R-103	3.921	3.362	2.602	2.268	3.234	4.628	2.518	3.639	3.612	3.667	3.542	3.550	3.365	43.90863
R-104	3.921	3.362	2.602	2.268	3.234	3.163	2.518	3.639	3.612	5.261	5.055	3.550	3.365	45.550794
R-105	3.921	3.362	2.602	3.710	2.012	4.628	2.518	3.639	3.612	3.667	3.542	3.550	3.365	44.127994

Lampiran 19

Pengolahan Data Interval (MSI) Variabel Human Relation (X1)

kode res	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	Total
R-01	3.250	3.259	3.384	3.178	3.239	3.367	3.377	1.897	3.328	28.28
R-02	1.802	3.259	3.384	3.178	4.628	4.811	2.030	3.326	3.328	29.75
R-03	3.250	3.259	4.866	1.884	3.239	4.811	3.377	1.897	4.914	31.5
R-04	3.250	3.259	3.384	1.884	3.239	4.811	3.377	1.897	4.914	30.01
R-05	3.250	3.259	2.137	3.178	3.239	3.367	3.377	1.897	4.914	28.62
R-06	3.250	3.259	3.384	3.178	1.991	4.811	4.851	3.326	1.677	29.73
R-07	1.802	3.259	3.384	3.178	4.628	4.811	4.851	3.326	3.328	32.57
R-08	1.456	3.259	3.384	3.178	3.239	2.004	4.851	3.326	4.914	29.61
R-09	3.250	4.801	3.384	3.178	4.628	2.004	4.851	3.326	3.328	32.75
R-10	3.250	3.259	3.384	1.884	1.991	3.367	4.851	3.326	3.328	28.64
R-11	3.250	3.259	3.384	3.178	4.628	4.811	4.851	4.866	4.914	37.14
R-12	3.250	3.259	3.384	4.635	1.991	3.367	3.377	3.326	3.328	29.92
R-13	3.250	3.259	3.384	3.178	3.239	2.004	4.851	4.866	3.328	31.36
R-14	3.250	3.259	3.384	3.178	4.628	3.367	2.030	3.326	3.328	29.75
R-15	3.250	3.259	3.384	4.635	1.991	4.811	3.377	3.326	4.914	32.95
R-16	3.250	3.259	4.866	1.884	3.239	4.811	4.851	4.866	3.328	34.35
R-17	3.250	3.259	3.384	4.635	3.239	3.367	3.377	3.326	3.328	31.17
R-18	3.250	3.259	3.384	3.178	3.239	3.367	2.030	4.866	4.914	31.49
R-19	3.250	3.259	3.384	3.178	4.628	4.811	3.377	3.326	3.328	32.54
R-20	3.250	3.259	3.384	3.178	3.239	4.811	4.851	3.326	3.328	32.62
R-21	4.839	4.801	4.866	3.178	3.239	3.367	3.377	3.326	3.328	34.32
R-22	3.250	3.259	3.384	4.635	4.628	4.811	4.851	4.866	4.914	38.6
R-23	1.802	3.259	3.384	3.178	3.239	2.004	3.377	1.897	3.328	25.47
R-24	1.802	3.259	3.384	3.178	4.628	4.811	2.030	3.326	3.328	29.75
R-25	4.839	4.801	3.384	1.884	3.239	3.367	3.377	3.326	3.328	31.55
R-26	3.250	1.924	3.384	4.635	3.239	3.367	3.377	3.326	3.328	29.83
R-27	3.250	3.259	3.384	1.884	3.239	3.367	3.377	3.326	3.328	28.41
R-28	3.250	1.924	3.384	3.178	3.239	3.367	3.377	3.326	4.914	29.96
R-29	4.839	3.259	3.384	4.635	4.628	4.811	3.377	1.897	3.328	34.16
R-30	3.250	3.259	3.384	3.178	1.991	4.811	4.851	3.326	3.328	31.38
R-31	3.250	3.259	3.384	3.178	4.628	4.811	3.377	3.326	4.914	34.13
R-32	4.839	3.259	2.137	3.178	4.628	4.811	4.851	4.866	4.914	37.48
R-33	4.839	1.452	1.593	3.178	1.991	2.004	4.851	4.866	4.914	29.69
R-34	4.839	4.801	4.866	3.178	3.239	3.367	4.851	4.866	3.328	37.33
R-35	1.802	1.924	2.137	3.178	3.239	3.367	3.377	3.326	3.328	25.68
R-36	3.250	3.259	3.384	1.884	1.991	3.367	3.377	3.326	3.328	27.17
R-37	3.250	4.801	3.384	3.178	3.239	4.811	3.377	1.897	4.914	32.85
R-38	3.250	3.259	3.384	4.635	4.628	4.811	4.851	3.326	3.328	35.47
R-39	3.250	4.801	3.384	3.178	3.239	3.367	3.377	3.326	3.328	31.25
R-40	3.250	3.259	3.384	3.178	1.991	4.811	4.851	3.326	3.328	31.38
R-41	3.250	3.259	4.866	4.635	4.628	3.367	3.377	3.326	3.328	34.04
R-42	3.250	4.801	4.866	3.178	3.239	3.367	3.377	4.866	3.328	34.27
R-43	3.250	3.259	3.384	4.635	4.628	3.367	3.377	3.326	3.328	32.55
R-44	3.250	3.259	3.384	3.178	3.239	3.367	4.851	3.326	4.914	32.77

R-45	4.839	3.259	3.384	3.178	3.239	4.811	4.851	4.866	4.914	37.34
R-46	4.839	3.259	2.137	3.178	3.239	3.367	3.377	3.326	3.328	30.05
R-47	3.250	3.259	3.384	3.178	3.239	3.367	3.377	4.866	4.914	32.83
R-48	3.250	3.259	4.866	3.178	4.628	4.811	3.377	3.326	3.328	34.02
R-49	3.250	3.259	3.384	3.178	4.628	4.811	3.377	3.326	4.914	34.13
R-50	3.250	1.924	2.137	3.178	1.991	3.367	3.377	3.326	3.328	25.88
R-51	3.250	1.924	1.593	3.178	3.239	3.367	3.377	3.326	3.328	26.58
R-52	4.839	3.259	2.137	3.178	1.991	3.367	3.377	3.326	3.328	28.8
R-53	3.250	3.259	3.384	3.178	3.239	3.367	3.377	3.326	3.328	29.71
R-54	3.250	3.259	4.866	3.178	3.239	3.367	3.377	3.326	4.914	32.77
R-55	3.250	4.801	4.866	4.635	4.628	4.811	3.377	3.326	4.914	38.61
R-56	4.839	3.259	3.384	3.178	3.239	3.367	3.377	3.326	4.914	32.88
R-57	3.250	3.259	3.384	3.178	3.239	3.367	2.030	3.326	3.328	28.36
R-58	3.250	3.259	3.384	3.178	3.239	2.004	3.377	3.326	3.328	28.34
R-59	3.250	3.259	3.384	3.178	4.628	4.811	3.377	1.897	3.328	31.11
R-60	3.250	3.259	3.384	4.635	3.239	3.367	3.377	3.326	3.328	31.17
R-61	4.839	3.259	3.384	3.178	3.239	3.367	4.851	4.866	4.914	35.9
R-62	3.250	3.259	4.866	3.178	3.239	3.367	2.030	3.326	3.328	29.84
R-63	4.839	1.924	3.384	1.884	3.239	3.367	3.377	4.866	3.328	30.21
R-64	1.000	1.000	1.000	1.000	1.000	2.004	1.486	1.000	3.328	12.82
R-65	4.839	4.801	3.384	3.178	3.239	4.811	4.851	3.326	3.328	35.76
R-66	3.250	3.259	4.866	4.635	3.239	3.367	3.377	3.326	3.328	32.65
R-67	3.250	4.801	4.866	3.178	3.239	3.367	3.377	1.897	3.328	31.3
R-68	3.250	3.259	2.137	3.178	3.239	2.004	3.377	3.326	3.328	27.1
R-69	3.250	3.259	4.866	4.635	1.991	3.367	3.377	3.326	4.914	32.99
R-70	3.250	1.924	3.384	3.178	3.239	2.004	3.377	3.326	3.328	27.01
R-71	3.250	3.259	3.384	3.178	4.628	4.811	3.377	4.866	3.328	34.08
R-72	1.000	1.000	1.593	1.000	1.000	1.000	1.000	1.000	1.000	9.593
R-73	4.839	3.259	3.384	3.178	3.239	3.367	3.377	3.326	3.328	31.3
R-74	3.250	3.259	3.384	3.178	4.628	3.367	3.377	3.326	3.328	31.1
R-75	3.250	3.259	3.384	4.635	3.239	3.367	3.377	3.326	3.328	31.17
R-76	4.839	1.924	3.384	3.178	3.239	3.367	3.377	3.326	3.328	29.96
R-77	3.250	3.259	2.137	1.000	3.239	3.367	2.030	4.866	3.328	26.47
R-78	3.250	4.801	3.384	4.635	3.239	4.811	4.851	3.326	3.328	35.62
R-79	3.250	1.000	1.000	4.635	4.628	3.367	4.851	4.866	4.914	32.51
R-80	4.839	3.259	3.384	1.884	3.239	3.367	3.377	1.897	3.328	28.57
R-81	3.250	3.259	4.866	3.178	4.628	3.367	3.377	3.326	3.328	32.58
R-82	3.250	1.924	3.384	4.635	3.239	3.367	4.851	3.326	3.328	31.3
R-83	3.250	3.259	3.384	3.178	4.628	4.811	3.377	3.326	3.328	32.54
R-84	4.839	4.801	4.866	4.635	4.628	4.811	4.851	4.866	4.914	43.21
R-85	3.250	4.801	4.866	4.635	4.628	4.811	4.851	4.866	3.328	40.04
R-86	3.250	3.259	3.384	1.884	4.628	3.367	3.377	3.326	3.328	29.8
R-87	3.250	3.259	2.137	4.635	4.628	3.367	3.377	3.326	3.328	31.31
R-88	3.250	3.259	4.866	3.178	3.239	3.367	4.851	4.866	4.914	35.79
R-89	3.250	3.259	4.866	4.635	4.628	3.367	3.377	3.326	3.328	34.04

R-90	3.250	3.259	3.384	4.635	3.239	4.811	4.851	3.326	3.328	34.08
R-91	3.250	3.259	2.137	1.884	3.239	3.367	4.851	3.326	4.914	30.23
R-92	3.250	3.259	4.866	3.178	3.239	3.367	3.377	3.326	3.328	31.19
R-93	3.250	4.801	3.384	3.178	4.628	3.367	3.377	3.326	4.914	34.23
R-94	3.250	3.259	3.384	3.178	4.628	3.367	4.851	3.326	4.914	34.16
R-95	3.250	3.259	3.384	3.178	1.991	3.367	3.377	3.326	3.328	28.46
R-96	4.839	1.924	3.384	3.178	3.239	3.367	3.377	3.326	3.328	29.96
R-97	3.250	4.801	3.384	3.178	3.239	3.367	4.851	3.326	3.328	32.72
R-98	4.839	3.259	3.384	4.635	3.239	4.811	3.377	3.326	3.328	34.2
R-99	3.250	3.259	4.866	3.178	1.991	3.367	3.377	4.866	3.328	31.48
R-100	3.250	3.259	2.137	3.178	3.239	3.367	3.377	3.326	3.328	28.46
R-101	3.250	3.259	3.384	3.178	3.239	3.367	3.377	3.326	1.677	28.06
R-102	3.250	1.924	3.384	3.178	3.239	3.367	3.377	3.326	3.328	28.37
R-103	4.839	4.801	3.384	3.178	3.239	3.367	3.377	3.326	1.677	31.19
R-104	3.250	3.259	3.384	1.884	3.239	3.367	4.851	3.326	3.328	29.89
R-105	4.839	4.801	3.384	3.178	3.239	4.811	3.377	3.326	3.328	34.28

Lampiran 20

Pengolahan Data Interval (MSI) Variabel Beban Kerja (X2)

kode res	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	X2.11	Total
R-01	3.202	3.273	3.560	3.553	3.138	3.161	3.642	3.343	3.640	3.613	3.259	37.38
R-02	1.000	1.912	4.982	4.851	3.138	3.161	3.642	3.343	3.640	3.613	3.259	36.54
R-03	1.000	1.912	4.982	3.553	3.138	4.574	3.642	1.991	2.234	3.613	4.739	35.38
R-04	1.826	3.273	1.000	3.553	3.138	3.161	3.642	3.343	3.640	3.613	4.739	34.93
R-05	4.742	1.912	3.560	3.553	3.138	3.161	2.407	3.343	5.166	5.082	3.259	39.32
R-06	3.202	3.273	4.982	3.553	1.884	4.574	3.642	3.343	3.640	3.613	4.739	40.44
R-07	3.202	3.273	3.560	3.553	3.138	1.934	5.030	4.812	3.640	2.263	3.259	37.66
R-08	4.742	4.801	3.560	3.553	3.138	3.161	3.642	3.343	3.640	3.613	3.259	40.45
R-09	3.202	3.273	2.379	4.851	4.564	4.574	3.642	3.343	2.234	3.613	4.739	40.41
R-10	3.202	3.273	3.560	3.553	4.564	3.161	2.407	3.343	5.166	5.082	4.739	42.05
R-11	3.202	4.801	4.982	4.851	4.564	4.574	3.642	3.343	3.640	3.613	3.259	44.47
R-12	3.202	3.273	3.560	4.851	3.138	3.161	5.030	3.343	3.640	5.082	4.739	43.02
R-13	4.742	4.801	4.982	4.851	3.138	3.161	3.642	3.343	3.640	3.613	4.739	44.65
R-14	3.202	3.273	3.560	3.553	1.884	3.161	2.407	4.812	3.640	3.613	3.259	36.36
R-15	3.202	3.273	4.982	4.851	1.884	3.161	3.642	3.343	3.640	3.613	3.259	38.85
R-16	3.202	3.273	4.982	4.851	3.138	3.161	3.642	3.343	3.640	3.613	3.259	40.1
R-17	3.202	3.273	4.982	3.553	4.564	4.574	5.030	4.812	5.166	3.613	3.259	46.03
R-18	4.742	3.273	2.379	2.464	4.564	3.161	3.642	3.343	3.640	3.613	3.259	38.08
R-19	3.202	3.273	3.560	2.464	4.564	3.161	3.642	4.812	3.640	3.613	3.259	39.19
R-20	3.202	3.273	4.982	3.553	3.138	4.574	2.407	4.812	3.640	3.613	3.259	40.45
R-21	3.202	3.273	3.560	3.553	4.564	4.574	5.030	3.343	5.166	3.613	3.259	43.14
R-22	4.742	3.273	3.560	3.553	3.138	3.161	3.642	3.343	3.640	3.613	3.259	38.92
R-23	4.742	4.801	3.560	3.553	4.564	4.574	3.642	3.343	3.640	3.613	3.259	43.29
R-24	3.202	3.273	3.560	4.851	4.564	3.161	2.407	3.343	3.640	3.613	3.259	38.87
R-25	3.202	3.273	3.560	2.464	3.138	3.161	3.642	4.812	5.166	5.082	3.259	40.76
R-26	3.202	4.801	3.560	3.553	3.138	3.161	2.407	3.343	3.640	3.613	3.259	37.68
R-27	3.202	3.273	3.560	2.464	4.564	4.574	3.642	3.343	3.640	3.613	4.739	40.61
R-28	3.202	3.273	4.982	2.464	3.138	4.574	3.642	3.343	3.640	3.613	3.259	39.13
R-29	3.202	3.273	4.982	4.851	3.138	3.161	3.642	4.812	2.234	2.263	3.259	38.82
R-30	3.202	3.273	3.560	3.553	3.138	4.574	5.030	3.343	3.640	3.613	3.259	40.19
R-31	3.202	3.273	2.379	3.553	3.138	3.161	3.642	3.343	2.234	3.613	3.259	34.8
R-32	1.826	1.000	1.748	1.677	1.000	1.000	1.000	1.991	2.234	2.263	1.530	17.27
R-33	4.742	3.273	3.560	3.553	1.884	1.934	5.030	4.812	5.166	3.613	1.000	38.57
R-34	1.826	1.912	2.379	2.464	3.138	3.161	2.407	1.991	2.234	2.263	1.989	25.76
R-35	1.000	1.000	1.748	1.677	1.000	1.000	1.592	1.000	1.486	2.263	1.530	15.3
R-36	4.742	3.273	4.982	3.553	3.138	3.161	3.642	3.343	3.640	3.613	3.259	40.34
R-37	3.202	3.273	3.560	4.851	4.564	4.574	3.642	3.343	3.640	3.613	3.259	41.52
R-38	3.202	3.273	3.560	3.553	3.138	3.161	3.642	3.343	2.234	5.082	3.259	37.45
R-39	1.826	4.801	3.560	4.851	1.884	3.161	3.642	3.343	3.640	3.613	4.739	39.06
R-40	3.202	3.273	3.560	3.553	3.138	1.934	3.642	3.343	3.640	3.613	3.259	36.16
R-41	3.202	3.273	3.560	3.553	3.138	4.574	5.030	4.812	5.166	5.082	3.259	44.65
R-42	3.202	3.273	3.560	4.851	4.564	3.161	3.642	1.991	3.640	3.613	3.259	38.76

R-43	3.202	3.273	3.560	4.851	3.138	3.161	3.642	3.343	5.166	5.082	3.259	41.68
R-44	3.202	3.273	3.560	4.851	4.564	3.161	3.642	3.343	3.640	2.263	3.259	38.76
R-45	3.202	3.273	4.982	3.553	3.138	3.161	3.642	3.343	3.640	3.613	1.989	37.54
R-46	3.202	3.273	4.982	4.851	4.564	3.161	3.642	3.343	3.640	2.263	3.259	40.18
R-47	3.202	4.801	3.560	3.553	3.138	3.161	3.642	3.343	3.640	5.082	4.739	41.86
R-48	3.202	3.273	4.982	4.851	4.564	3.161	5.030	3.343	2.234	3.613	3.259	41.51
R-49	4.742	4.801	3.560	3.553	3.138	3.161	3.642	4.812	5.166	3.613	3.259	43.45
R-50	3.202	3.273	3.560	4.851	4.564	3.161	3.642	3.343	3.640	3.613	3.259	40.11
R-51	1.826	1.912	3.560	3.553	3.138	1.934	3.642	3.343	2.234	5.082	3.259	33.48
R-52	3.202	4.801	4.982	3.553	3.138	1.934	5.030	3.343	3.640	3.613	4.739	41.97
R-53	1.826	1.912	2.379	2.464	1.884	1.934	2.407	1.991	2.234	2.263	1.989	23.28
R-54	3.202	3.273	3.560	3.553	4.564	4.574	5.030	3.343	3.640	3.613	1.989	40.34
R-55	1.826	1.912	1.748	1.677	4.564	3.161	2.407	1.991	3.640	3.613	3.259	29.8
R-56	3.202	3.273	4.982	4.851	3.138	3.161	3.642	4.812	3.640	2.263	3.259	40.22
R-57	3.202	4.801	3.560	3.553	3.138	3.161	3.642	4.812	5.166	5.082	3.259	43.38
R-58	3.202	3.273	3.560	3.553	4.564	3.161	5.030	3.343	3.640	3.613	3.259	40.2
R-59	3.202	3.273	3.560	4.851	3.138	3.161	3.642	3.343	3.640	5.082	4.739	41.63
R-60	4.742	3.273	3.560	2.464	1.884	3.161	5.030	4.812	5.166	5.082	4.739	43.91
R-61	3.202	3.273	3.560	2.464	3.138	3.161	3.642	3.343	3.640	3.613	3.259	36.3
R-62	3.202	3.273	4.982	4.851	3.138	3.161	3.642	3.343	3.640	3.613	3.259	40.1
R-63	4.742	3.273	3.560	4.851	3.138	3.161	3.642	3.343	5.166	5.082	3.259	43.22
R-64	3.202	1.912	1.748	1.000	1.000	1.000	2.407	1.991	1.000	1.000	1.000	17.26
R-65	3.202	3.273	3.560	3.553	3.138	3.161	5.030	3.343	3.640	2.263	3.259	37.42
R-66	3.202	4.801	3.560	3.553	3.138	1.934	3.642	3.343	3.640	3.613	4.739	39.17
R-67	3.202	3.273	3.560	3.553	4.564	3.161	2.407	3.343	3.640	3.613	4.739	39.05
R-68	3.202	3.273	2.379	3.553	3.138	3.161	3.642	3.343	3.640	3.613	3.259	36.2
R-69	1.826	1.912	2.379	2.464	1.884	1.934	2.407	1.991	3.640	3.613	3.259	27.31
R-70	3.202	3.273	3.560	3.553	3.138	3.161	5.030	1.991	3.640	3.613	3.259	37.42
R-71	3.202	4.801	3.560	3.553	3.138	1.934	3.642	3.343	3.640	3.613	3.259	37.69
R-72	4.742	4.801	3.560	3.553	1.884	1.934	1.592	1.000	3.640	2.263	1.989	30.96
R-73	3.202	3.273	3.560	3.553	4.564	4.574	3.642	3.343	2.234	3.613	3.259	38.82
R-74	3.202	3.273	3.560	4.851	3.138	3.161	5.030	3.343	3.640	3.613	3.259	40.07
R-75	4.742	3.273	3.560	3.553	3.138	1.934	3.642	3.343	3.640	3.613	4.739	39.18
R-76	3.202	3.273	3.560	2.464	3.138	3.161	5.030	3.343	3.640	3.613	3.259	37.68
R-77	4.742	3.273	3.560	2.464	3.138	1.934	2.407	3.343	3.640	3.613	3.259	35.37
R-78	3.202	3.273	4.982	4.851	4.564	3.161	2.407	3.343	3.640	3.613	3.259	40.29
R-79	1.826	1.912	2.379	2.464	1.884	1.934	2.407	1.991	2.234	2.263	1.989	23.28
R-80	3.202	3.273	3.560	3.553	3.138	4.574	5.030	4.812	3.640	2.263	3.259	40.3
R-81	3.202	1.912	4.982	4.851	3.138	3.161	3.642	3.343	3.640	3.613	4.739	40.22
R-82	3.202	3.273	3.560	3.553	3.138	4.574	5.030	1.991	3.640	3.613	3.259	38.83
R-83	3.202	3.273	3.560	2.464	3.138	3.161	3.642	3.343	3.640	2.263	4.739	36.42
R-84	4.742	4.801	4.982	4.851	4.564	4.574	5.030	4.812	5.166	5.082	4.739	53.34
R-85	3.202	3.273	4.982	2.464	3.138	3.161	3.642	3.343	5.166	3.613	3.259	39.24
R-86	3.202	3.273	3.560	4.851	3.138	1.934	3.642	3.343	5.166	3.613	4.739	40.46
R-87	3.202	3.273	3.560	3.553	3.138	1.934	3.642	3.343	3.640	5.082	3.259	37.63

R-88	3.202	1.912	3.560	3.553	3.138	3.161	3.642	4.812	3.640	3.613	4.739	38.97
R-89	4.742	4.801	3.560	3.553	3.138	3.161	3.642	4.812	3.640	5.082	3.259	43.39
R-90	3.202	3.273	3.560	2.464	4.564	4.574	5.030	4.812	3.640	3.613	3.259	41.99
R-91	1.826	1.000	2.379	2.464	1.884	1.000	2.407	1.991	2.234	1.486	1.989	20.66
R-92	4.742	3.273	3.560	4.851	3.138	3.161	3.642	3.343	5.166	5.082	3.259	43.22
R-93	3.202	3.273	3.560	4.851	3.138	3.161	3.642	3.343	3.640	3.613	4.739	40.16
R-94	3.202	3.273	2.379	3.553	3.138	3.161	2.407	4.812	3.640	3.613	3.259	36.44
R-95	3.202	3.273	2.379	3.553	1.884	4.574	5.030	4.812	3.640	3.613	3.259	39.22
R-96	3.202	3.273	4.982	4.851	3.138	3.161	3.642	1.991	3.640	3.613	3.259	38.75
R-97	3.202	3.273	4.982	3.553	3.138	3.161	3.642	3.343	3.640	3.613	4.739	40.28
R-98	3.202	3.273	3.560	4.851	3.138	1.934	3.642	3.343	5.166	5.082	3.259	40.45
R-99	3.202	3.273	3.560	3.553	3.138	3.161	5.030	3.343	3.640	3.613	4.739	40.25
R-100	3.202	4.801	3.560	3.553	3.138	3.161	3.642	4.812	3.640	5.082	3.259	41.85
R-101	3.202	4.801	3.560	4.851	4.564	3.161	3.642	4.812	3.640	3.613	4.739	44.59
R-102	4.742	1.912	3.560	3.553	3.138	3.161	3.642	3.343	3.640	3.613	3.259	37.56
R-103	4.742	3.273	3.560	3.553	4.564	4.574	3.642	3.343	5.166	5.082	1.989	43.49
R-104	3.202	3.273	3.560	3.553	3.138	3.161	5.030	3.343	3.640	3.613	3.259	38.77
R-105	3.202	3.273	4.982	3.553	3.138	3.161	3.642	3.343	3.640	5.082	3.259	40.27

Lampiran 21

Pengolahan Data Interval (MSI) Variabel Kompetensi (X3)

kode res	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	Total
R-01	3.409	3.668	4.812	4.936	3.274	4.892	5.006	5.006	4.959	39.96
R-02	3.409	3.668	3.253	4.936	4.739	4.892	2.140	2.232	3.374	32.64
R-03	4.959	2.181	3.253	4.936	1.930	3.480	5.006	2.232	3.374	31.35
R-04	4.959	5.228	3.253	3.520	3.274	3.480	3.515	5.006	4.959	37.19
R-05	3.409	3.668	3.253	4.936	4.739	3.480	3.515	3.515	3.374	33.89
R-06	4.959	5.228	3.253	3.520	3.274	3.480	3.515	3.515	3.374	34.12
R-07	3.409	2.181	4.812	3.520	3.274	3.480	3.515	3.515	3.374	31.08
R-08	1.866	3.668	4.812	2.181	4.739	3.480	3.515	3.515	3.374	31.15
R-09	4.959	3.668	1.787	3.520	3.274	3.480	3.515	3.515	3.374	31.09
R-10	3.409	3.668	3.253	2.181	4.739	4.892	5.006	3.515	3.374	34.04
R-11	3.409	2.181	4.812	3.520	3.274	3.480	3.515	3.515	3.374	31.08
R-12	3.409	3.668	3.253	3.520	3.274	3.480	3.515	3.515	3.374	31.01
R-13	4.959	3.668	3.253	3.520	3.274	3.480	5.006	5.006	4.959	37.12
R-14	3.409	3.668	3.253	3.520	3.274	4.892	5.006	3.515	3.374	33.91
R-15	3.409	3.668	4.812	4.936	1.930	3.480	3.515	3.515	4.959	34.22
R-16	3.409	2.181	4.812	3.520	1.930	4.892	3.515	3.515	3.374	31.15
R-17	3.409	3.668	3.253	3.520	4.739	4.892	5.006	2.232	3.374	34.09
R-18	3.409	3.668	3.253	3.520	3.274	4.892	2.140	3.515	3.374	31.05
R-19	3.409	3.668	3.253	4.936	4.739	2.149	3.515	5.006	3.374	34.05
R-20	3.409	3.668	3.253	4.936	4.739	2.149	2.140	5.006	3.374	32.67
R-21	3.409	3.668	3.253	3.520	3.274	2.149	5.006	5.006	3.374	32.66
R-22	3.409	3.668	3.253	3.520	4.739	2.149	3.515	3.515	3.374	31.14
R-23	3.409	3.668	1.787	3.520	4.739	3.480	3.515	5.006	3.374	32.5
R-24	3.409	3.668	3.253	3.520	3.274	4.892	2.140	3.515	3.374	31.05
R-25	3.409	3.668	3.253	3.520	4.739	3.480	3.515	3.515	3.374	32.47
R-26	1.866	2.181	3.253	2.181	3.274	4.892	3.515	3.515	3.374	28.05
R-27	3.409	3.668	3.253	3.520	4.739	3.480	3.515	5.006	3.374	33.96
R-28	3.409	3.668	3.253	3.520	4.739	4.892	3.515	3.515	3.374	33.89
R-29	3.409	3.668	3.253	3.520	3.274	3.480	3.515	1.677	4.959	30.75
R-30	3.409	3.668	3.253	3.520	3.274	4.892	5.006	5.006	4.959	36.99
R-31	3.409	3.668	4.812	3.520	4.739	3.480	3.515	3.515	3.374	34.03
R-32	4.959	3.668	3.253	4.936	4.739	4.892	5.006	5.006	4.959	41.42

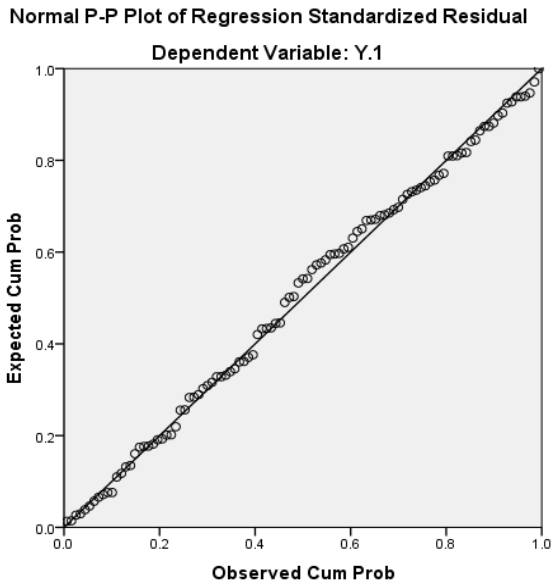
R-33	3.409	3.668	4.812	2.181	1.930	4.892	2.140	2.232	4.959	30.22
R-34	1.866	2.181	3.253	2.181	3.274	2.149	2.140	5.006	1.836	23.89
R-35	1.866	3.668	3.253	3.520	3.274	3.480	2.140	2.232	1.836	25.27
R-36	4.959	5.228	1.787	3.520	3.274	3.480	3.515	3.515	3.374	32.65
R-37	3.409	2.181	3.253	3.520	3.274	3.480	3.515	3.515	1.836	27.98
R-38	3.409	3.668	3.253	3.520	3.274	3.480	3.515	3.515	4.959	32.59
R-39	4.959	5.228	4.812	3.520	3.274	3.480	3.515	2.232	4.959	35.98
R-40	4.959	3.668	4.812	4.936	3.274	3.480	3.515	5.006	4.959	38.61
R-41	3.409	3.668	3.253	2.181	3.274	4.892	5.006	3.515	3.374	32.57
R-42	3.409	3.668	3.253	2.181	3.274	3.480	3.515	3.515	3.374	29.67
R-43	3.409	5.228	3.253	3.520	3.274	3.480	3.515	5.006	4.959	35.64
R-44	3.409	3.668	3.253	4.936	3.274	3.480	5.006	3.515	3.374	33.91
R-45	3.409	3.668	4.812	4.936	3.274	4.892	3.515	5.006	3.374	36.89
R-46	3.409	3.668	3.253	4.936	4.739	3.480	3.515	3.515	4.959	35.47
R-47	3.409	3.668	3.253	3.520	4.739	4.892	5.006	5.006	4.959	38.45
R-48	3.409	3.668	3.253	2.181	1.930	3.480	3.515	3.515	3.374	28.33
R-49	3.409	3.668	3.253	2.181	3.274	3.480	3.515	3.515	3.374	29.67
R-50	3.409	3.668	3.253	3.520	3.274	4.892	2.140	3.515	4.959	32.63
R-51	3.409	3.668	4.812	3.520	3.274	3.480	5.006	3.515	4.959	35.64
R-52	4.959	5.228	3.253	3.520	3.274	3.480	3.515	3.515	4.959	35.7
R-53	3.409	3.668	1.787	3.520	3.274	3.480	3.515	3.515	3.374	29.54
R-54	3.409	3.668	3.253	3.520	3.274	2.149	3.515	3.515	3.374	29.68
R-55	3.409	2.181	3.253	3.520	3.274	3.480	3.515	3.515	3.374	29.52
R-56	4.959	2.181	4.812	4.936	1.930	3.480	3.515	3.515	3.374	32.7
R-57	4.959	3.668	4.812	4.936	3.274	3.480	3.515	2.232	3.374	34.25
R-58	3.409	3.668	4.812	4.936	3.274	3.480	3.515	3.515	3.374	33.98
R-59	3.409	5.228	3.253	3.520	3.274	3.480	3.515	3.515	3.374	32.57
R-60	3.409	5.228	3.253	3.520	1.930	2.149	3.515	3.515	3.374	29.89
R-61	3.409	3.668	4.812	4.936	4.739	4.892	3.515	3.515	3.374	36.86
R-62	3.409	3.668	1.787	2.181	3.274	3.480	3.515	3.515	3.374	28.2
R-63	3.409	3.668	3.253	3.520	3.274	2.149	3.515	3.515	3.374	29.68
R-64	1.866	1.000	1.000	2.181	1.000	2.149	1.486	1.000	1.000	12.68
R-65	3.409	5.228	4.812	3.520	1.930	3.480	3.515	3.515	3.374	32.78

R-66	3.409	3.668	4.812	4.936	3.274	2.149	3.515	3.515	3.374	32.65
R-67	3.409	3.668	3.253	3.520	3.274	4.892	5.006	5.006	4.959	36.99
R-68	3.409	3.668	3.253	3.520	4.739	4.892	3.515	3.515	4.959	35.47
R-69	3.409	3.668	3.253	3.520	3.274	3.480	5.006	5.006	3.374	33.99
R-70	3.409	3.668	3.253	3.520	3.274	3.480	5.006	5.006	3.374	33.99
R-71	1.866	3.668	1.787	3.520	3.274	2.149	3.515	3.515	3.374	26.67
R-72	1.000	2.181	1.000	1.000	1.000	1.000	1.000	1.677	1.486	11.34
R-73	3.409	3.668	3.253	3.520	4.739	3.480	3.515	3.515	3.374	32.47
R-74	3.409	2.181	3.253	3.520	3.274	4.892	3.515	3.515	3.374	30.93
R-75	3.409	5.228	3.253	3.520	3.274	4.892	5.006	5.006	3.374	36.96
R-76	3.409	3.668	4.812	4.936	3.274	2.149	3.515	3.515	3.374	32.65
R-77	3.409	3.668	3.253	2.181	1.930	3.480	3.515	3.515	3.374	28.33
R-78	3.409	3.668	3.253	4.936	3.274	2.149	3.515	3.515	3.374	31.09
R-79	3.409	5.228	3.253	3.520	3.274	3.480	3.515	3.515	3.374	32.57
R-80	3.409	3.668	3.253	4.936	4.739	3.480	3.515	3.515	3.374	33.89
R-81	4.959	3.668	3.253	3.520	3.274	4.892	2.140	3.515	3.374	32.59
R-82	3.409	2.181	3.253	3.520	3.274	3.480	3.515	3.515	3.374	29.52
R-83	4.959	5.228	3.253	3.520	3.274	3.480	5.006	5.006	3.374	37.1
R-84	4.959	5.228	4.812	4.936	4.739	4.892	5.006	5.006	4.959	44.54
R-85	4.959	3.668	3.253	4.936	3.274	3.480	5.006	3.515	3.374	35.46
R-86	4.959	3.668	4.812	4.936	3.274	3.480	3.515	3.515	3.374	35.53
R-87	3.409	2.181	3.253	4.936	3.274	4.892	3.515	3.515	4.959	33.93
R-88	3.409	3.668	3.253	3.520	4.739	4.892	5.006	3.515	4.959	36.96
R-89	4.959	5.228	3.253	4.936	3.274	3.480	5.006	3.515	3.374	37.02
R-90	3.409	3.668	3.253	4.936	3.274	3.480	3.515	5.006	3.374	33.91
R-91	3.409	3.668	3.253	3.520	3.274	3.480	3.515	3.515	3.374	31.01
R-92	3.409	3.668	3.253	2.181	3.274	3.480	3.515	3.515	3.374	29.67
R-93	4.959	3.668	3.253	3.520	3.274	3.480	5.006	3.515	3.374	34.05
R-94	3.409	3.668	3.253	4.936	4.739	3.480	5.006	1.677	3.374	33.54
R-95	4.959	5.228	3.253	3.520	3.274	3.480	3.515	3.515	3.374	34.12
R-96	3.409	3.668	1.787	3.520	4.739	3.480	3.515	3.515	4.959	32.59
R-97	3.409	5.228	3.253	3.520	3.274	3.480	3.515	5.006	3.374	34.06
R-98	3.409	3.668	3.253	3.520	3.274	4.892	2.140	3.515	4.959	32.63

R-99	4.959	3.668	3.253	3.520	1.930	4.892	3.515	3.515	3.374	32.63
R-100	4.959	2.181	3.253	3.520	3.274	3.480	3.515	3.515	4.959	32.66
R-101	3.409	3.668	3.253	2.181	3.274	3.480	3.515	3.515	3.374	29.67
R-102	4.959	3.668	4.812	3.520	1.930	3.480	3.515	2.232	3.374	31.49
R-103	4.959	3.668	3.253	3.520	4.739	4.892	3.515	3.515	3.374	35.43
R-104	4.959	3.668	3.253	3.520	3.274	3.480	3.515	5.006	3.374	34.05
R-105	4.959	3.668	3.253	3.520	3.274	3.480	3.515	3.515	4.959	34.14

Lampiran 22

Output SPSS Uji Asumsi Klasik Uji Normalitas



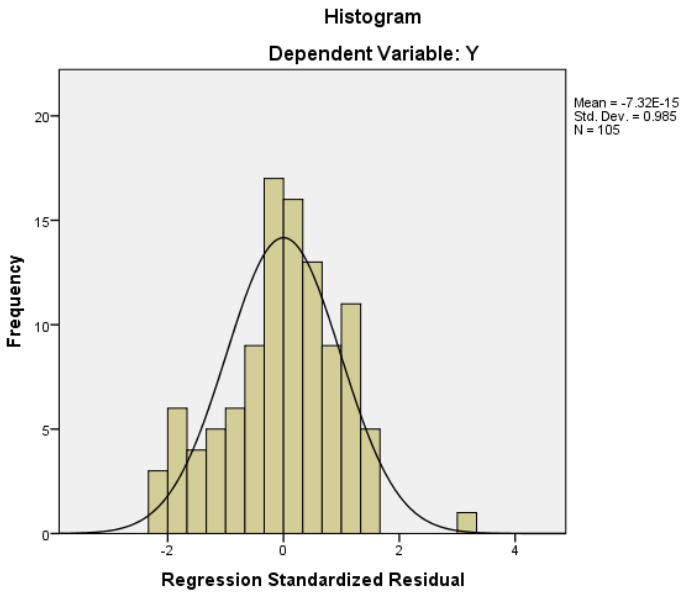
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		105
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.36886151
Most Extreme Differences	Absolute	.074
	Positive	.043
	Negative	-.074
Test Statistic		.074
Asymp. Sig. (2-tailed)		.198[c]

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.


Histogram
Dependent Variable: Y
Mean = -7.32E-15
Std. Dev. = 0.985
N = 105
Frequency
20
15
10
5
0
-2
0
2
4
Regression Standardized Residual

Lampiran 23

Output SPSS Uji Asumsi Klasik Uji Multikolioneritas

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	13.636	3.144		4.338	.000		
	X1	.726	.094	.585	7.755	.000	.713	1.402
	X2	-.121	.058	-.141	-2.085	.040	.882	1.133
	X3	.390	.095	.317	4.087	.000	.673	1.487

a. Dependent Variable: Y

Lampiran 24

Output SPSS Uji Asumsi Klasik Uji Autokorelasi

Model Summary[b]

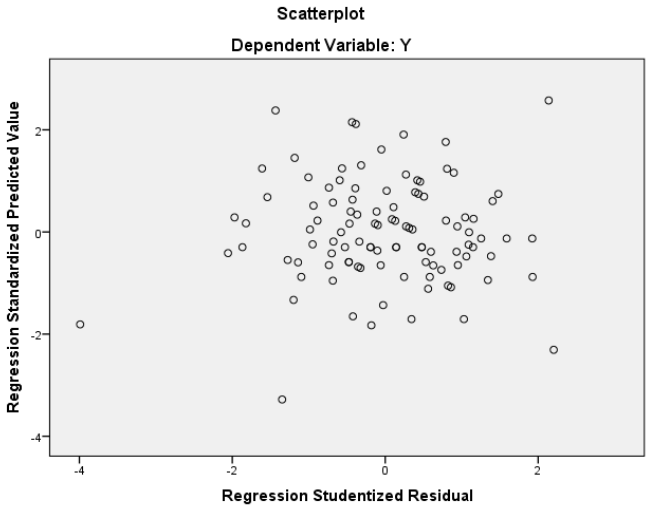
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.768[a]	.590	.578	3.419	1.854

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Lampiran 25

Output SPSS Uji Asumsi Klasik Uji Heteroskedastisita



Lampiran 26

Output SPSS Uji Regresi Linier Berganda

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	X3, X2, X1[b]	.	Enter

a. Dependent Variable: Y

b. All requested variables entered.

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.768[a]	.590	.578	3.419	1.854

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1699.588	3	566.529	48.478	.000[b]
	Residual	1180.320	101	11.686		
	Total	2879.908	104			

a. Dependent Variable: Y

b. Predictors: (Constant), X3, X2, X1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.636	3.144		4.338	.000
	X1	.726	.094	.585	7.755	.000
	X2	-.121	.058	-.141	-2.085	.040
	X3	.390	.095	.317	4.087	.000

a. Dependent Variable: Y

Residuals Statistics[a]

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	21.09	56.07	44.51	4.043	105
Residual	-7.147	10.514	.000	3.369	105
Std. Predicted Value	-5.792	2.861	.000	1.000	105
Std. Residual	-2.091	3.076	.000	.985	105

a. Dependent Variable: Y

Collinearity Diagnostics[a]

				Variance Proportions			
Model	Dimension	Eigenvalue	Condition Index	(Constant)	X1	X2	X3
1	1	3.966	1.000	.00	.00	.00	.00
	2	.018	14.989	.01	.16	.86	.05
	3	.008	21.739	.99	.17	.10	.15
	4	.008	22.391	.00	.68	.04	.80

a. Dependent Variable: Y

Lampiran 27

Surat Balasan Balai Yasa Tegal

Nomor : 01/SDM/VI/BYTG-2024 Tegal, 27 Juni 2024
Sifat : -
Lampiran : -
Hal : Persetujuan Izin Penelitian dan Permintaan Data

Yth. Dekan Fakultas Ekonomi dan Bisnis
Universitas Pancasakti Tegal
Jl. Halmahera KM. 01, Mintaragen, Kec. Tegal Tim., Kota Tegal

Menindaklanjuti Surat Dekan Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal Nomor: 63/K/E/FEB/UPS/XI/2023 tanggal 16 November 2023 perihal izin penelitian dan permintaan data, bersama ini disampaikan bahwa pada prinsipnya kami dapat memfasilitasi data yang diperlukan dalam penelitian tersebut kepada mahasiswa:

Nama : Alfina Dwi Kusuma
NPM : 4120600144
Program Studi : Manajemen
Judul Skripsi : Pengaruh Human Relation, Beban Kerja dan Kompetensi Terhadap Semangat Kerja Pegawai UPT Balai Yasa Tegal.

Atas perhatian dan kerjasamanya, diucapkan terima kasih.

Team Leader Sistem Informasi Pekerja
UPT Balai Yasa Tegal

Apika Pramiswari
NIPP.61319

www.kai.id

Lampiran 28

Surat Perizinan Penelitian Balai Yasa Tegal

YAYASAN PENDIDIKAN PANCASAKTI TEGAL
UNIVERSITAS PANCASAKTI TEGAL
FAKULTAS EKONOMI DAN BISNIS
Jalan Halmahera KM 1 Kota Tegal 52121
Sekretariat : Telp (0283) 355720
Web : http ://feb.upstegal.ac.id, email : feb@upstegal.ac.id

Nomor : **63/K/E/FEB/UPS/XI/2023** Tegal, 16 November 2023
Lampiran : -
Perihal : **Ijin Penelitian Dan Permintaan Data**

Kepada : Yth. **Kepala Balaiyasa Tegal**
Jl. Semeru No.5, Slerok
Di – Tegal

Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa di wajibkan mengadakan penelitian sebagai bahan menyusun skripsi.

Berkenaan dengan hal itu, mohon perkenaan Bapak membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa:

N a m a : **Alfina Dwi Kusuma**
Npm : 4120600144
Program Studi : Manajemen
Judul Skripsi : Pengaruh human relations,Beban kerja dan kompetensi terhadap kinerja karyawan pada UPT Balaiyasa Tegal.

Atas bantuan dan kerjasama yang baik kami ucapkan terimakasih,

Dekan

Dr. Dien Noviany R., S.E., MM., Akt., CA
NIDN. 0628117502